

Bosnians agree safe passage for aid

By Frances Williams in Geneva

POLITICAL leaders of the three warring factions in Bosnia yesterday signed an accord guaranteeing the safe passage of United Nations humanitarian aid supplies on which more than 3m people depend for survival.

The signing followed a meeting called by Mrs Sadako Ogata, UN High Commissioner for Refugees, which her spokeswoman described as a "last-ditch" effort to unblock the UN aid effort in Bosnia. The relief operation has been increasingly paralysed by interference from the militias of all three sides, including their deliberate targeting of UN aid workers.

Mindful of many broken promises in the past, Mrs Ogata said at the start of the meeting that she was "not asking for new promises, but for deeds". The accord was signed by Mr Haris Silajdzic, the Bosnian prime minister, Mr Radovan Karadzic, the Bosnian Serb leader, and Mr Mate Boban, for the Bosnian Croats.

Ms Sylvana Foa, Mrs Ogata's spokeswoman, said the high commissioner would immediately recommend to the UN secretary-general a resumption of aid deliveries in central Bosnia. These were suspended nearly four weeks ago after a Danish driver was killed and nine other UN personnel wounded in what seems to have been a deliberate attack by Bosnian Moslems forces. However, all sides have blocked aid convoys, sometimes for days on end, or set conditions for allowing them to pass, including the diverting of supplies to their own people.

Mrs Ogata told the Bosnian leaders that they alone bore the responsibility for the suffering in their country. She called for their full co-operation in getting humanitarian aid supplies through to those at risk of death from cold and hunger.

"Your responsibility in preventing further agony is inescapable. If you stop fighting, we can help all communities and look to the future. But if you decide to continue fighting, to continue blocking food, clothing and fuel, and to continue targeting humanitarian workers, then the best efforts of the humanitarian organisations cannot avert further catastrophe," she said.

At minimum, Mrs Ogata said, there should be no fighting along key supply routes in Bosnia when UN convoys pass. She also wanted guarantees that humanitarian aid would not be denied for military or political reasons, and that UNHCR would be able to bring in clothing, shelter, material and fuel to prevent death from cold.

Czechs get more time for shares

THE Czech Republic has extended the registration deadline for a voucher privatisation which aims to sell shares in up to 770 companies with a book value of Kcs145bn (23.5bn), writes Patrick Blunt in Vienna.

Companies now have until the end of December to register for privatisation, and citizens until December 8 to register for voucher books, compared with an original deadline of December 1 for both.

Mr Vaclav Klaus, prime minister, said the main reason for the extension was to avoid companies having to close their annual accounts twice in one month to provide the full accounts necessary for registration.

Ukraine ratifies nuclear arms reduction treaty

By Jill Barshay in Kiev

THE Ukrainian parliament yesterday ratified the strategic arms reduction treaty (Start), but stopped short of approving President Leonid Kravchuk's promise to become a non-nuclear state.

In closed session, deputies voted 254-9 to destroy 42 per cent of the country's 1,656 warheads immediately, but to dismantle the rest of the weapons "gradually" after certain conditions had been met.

Parliament did not set a time-frame for total disarmament.

Bonn seeks to patch up an ailing social state

Unification and recession have brought matters to a head, writes Quentin Peel in Bonn



Three weeks ago, more than 100,000 building workers descended on Bonn to protest against the loss of a crucial social benefit, in the largest mass trade union protest in the city for more than a decade.

They were up in arms over the pending abolition of their "bad weather money", a state subsidy given to the building industry to ensure workers are not simply sent home when snow falls in winter.

A few days before, it was the turn of the steelworkers in the Ruhr. They took to the streets over tough new rules on unemployment benefit being introduced by Bonn.

In future, earnings-related



Run-down housing in east Germany. Unification with the east has brought almost 17m potential new claimants expecting full benefits into the German social state

but also the social democrats in opposition, are looking for ways to reform the social state.

The first change was unification.

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For 20 years, the crisis of the social system has been under debate. The demographic pressures of an ageing population, combined with a falling birth rate and shrinking workforce, have been clear. Today, one in five of the population is 60 or older, and one in five is 60 or younger, and one in five is 60 or older. By the year 2000, the over-60s will total one in four. By 2030, 38 per cent will be over 60, and only 16 per cent of the population under 20.

In less than 30 years, a declining working population will have to finance the social costs of roughly the same number of people who are either too young or too old to work.

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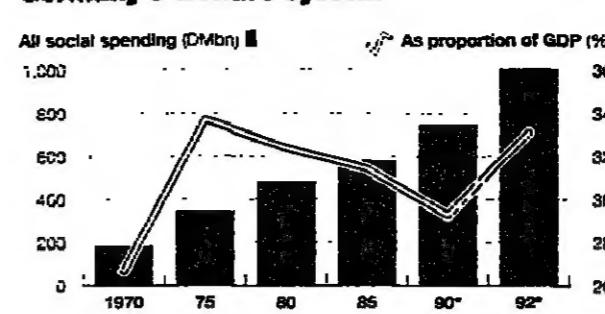
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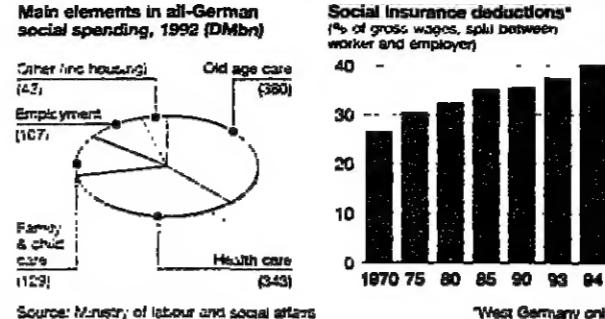
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Germany's welfare system



*Figures include east Germany



Source: Ministry of labour and social affairs

ministry, argues that it is essential to extend working lives, and counter the trend to early retirement. "We need more income for the social security system," he says. "That need not come from higher contributions, if we can reverse the current trend, and actually extend normal working lives."

He also argues in favour of a longer working week, and a restriction on the normal time spent in higher education: the average German university graduate is 29.

But at a time of rising structural unemployment, those are solutions bitterly opposed by the labour movement, which wants working time cut to create more jobs. Employers are also keen to use early retirement as a relatively painless way to reduce workforces.

Meanwhile, the government is seeking to cap its social spending commitments – for example by a 3 percentage point cut in unemployment benefits, abolishing the "bad weather money" and putting a time-limit on earnings-related benefits – in a small way, without tackling the underlying challenge.

It did the same with the package of health reforms introduced last January, restricting benefits in the short term, but not changing the open-ended structure of a system whose costs are geared to rise inexorably with an ageing population.

So far, the problems in the social state have been all too clearly identified. Long-term solutions are in desperately short supply.

This is the fifth article on welfare states around the world. Previous articles appeared on October 25, November 3, 8, 15

of some DM13bn a year. It is supposed to stand alongside the existing pillars: pensions, health care, and unemployment and accident insurance.

Chancellor Helmut Kohl and his labour minister, Mr Norbert Blüm, have staked their political reputations on getting the scheme made law before next October's elections. It is, in a way, a defiance against the charge that they are seeking to dismantle the welfare state.

Everyone agrees that such a system is desirable. But practically no one can agree on how to finance the costs, which seem certain to soar with the demographic trends.

It has focused attention precisely on the way in which

social welfare is paid for – through employers' and employees' contributions, not through the central exchequer.

The result of this is that rising welfare costs are reflected instantly in rising labour costs, and thus in the fraught question of German competitiveness on the world market. Combined social insurance costs have risen from 25.5 per cent of gross wages in 1970, to a forecast 40.2 per cent next year (assuming the 1 per cent nursing care insurance premium is introduced).

The entire business community is up in arms over those rising "ancillary costs" of labour, and in particular over the plan to impose the further just as the costs shoot up.

A third factor has also

served to concentrate the minds of the political establishment on the financing of the welfare state: the campaign to introduce a new pillar in the social system, called nursing care insurance.

The scheme is intended to

provide guaranteed residential care for some 1.65m old and handicapped people needing constant nursing care, at a cost

1 per cent for nursing care next year. As a result, the government has promised to find some way of compensating them for the extra cost.

The alternatives – either to abolish two of the 10 national holidays, or to cut holiday pay by 20 per cent – have in turn infuriated the labour movement. Mr Kohl cannot win.

Yet the unions and the Social Democrats agree the system's financing needs changing. They say that because it is based on direct contributions, only registered workers – excluding the self-employed and public sector workers – are bearing the full cost of unemployment, retraining and job creation in east

Germany. The answer, they believe, is to switch that burden to the taxpayer.

It would be more fair and would remove the immediate visible pressure on wage costs.

The SPD proposes that the tax burden should be borne by the highest income-earners, and possibly by a wealth tax.

On the other hand, the contributions-based system means that workers and employers are acutely conscious of the costs of the social state, and therefore exert political pressure to keep it under control.

Shifting part of the burden to taxation would not bring the real costs of the system down.

Mr Johann Eekhoff, state secretary in the economics

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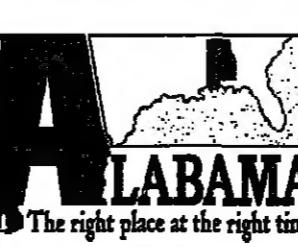
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NEWS: THE AMERICAS

Inflation still enemy of US economy, says OECD

Report views policy today as stimulative rather than neutral, even as it forecasts moderate growth, writes Michael Prowse

THE Organisation for Economic Co-operation and Development's advocacy of higher US interest rates may seem surprising given its relative optimism about the US inflation outlook and its projection of growth, moderate by the standards of past business cycles.

The Paris-based research body of the industrialised countries is forecasting a slight decline in US consumer price inflation to 2.7 per cent next year against 2.8 per cent this year. Gross domestic product growth, meanwhile, is expected to accelerate slightly, to 3.0 per cent against 2.8 per cent this year. This would reduce the jobless rate (on the present definition) to 6.4 per cent by the end of next year, high enough by most economists' reckoning to sustain downward pressure on wage inflation.

Had the OECD been using the US labor department's new series for unemployment, however, it might have forecast a jobless rate of close to 7 per

cent by the end of 1994.

Many economists will argue that such an outlook does not warrant more than a light touch on the monetary brakes. Yet OECD officials say the Federal Reserve should raise short-term interest rates from 3 per cent rather than 3 per cent. The issue is thus when to "rein in the stimulus".

Then there is the problem of policy lags. The US needs to raise interest rates, argues the OECD, not to fight inflation next year, but to ensure that it does not get out of hand in 1995 and 1996. The longer the Fed postpones a policy adjustment, the larger will be the required increase in rates.

Economists at the OECD argue that if short-term interest rates are raised to about 5 per cent by the end of 1994 and held there for a year, no further tightening would be needed. The peak of interest rates in this cycle would be a relatively benign 5 per cent, compared with about 9 per cent in the late 1980s. A reduction in rates might be feasible

in 1995 - which would be politically convenient as that is an election year.

The OECD's overall assessment of US trends is positive. It notes that projections of 3 per cent growth and only a modest decline in the jobless rate will strike many Americans as disappointing.

But "it is actually rather satisfactory, given the weakness of export markets and the ongoing structural adjustments that must be faced..."

It expects a cyclical increase in the US current account deficit, from 1.1 per cent of GDP in 1992 to 2 per cent in 1994, but does not view this with alarm because it reflects faster growth of demand in the US than elsewhere. Despite the bigger deficit, "the very favourable cost position of US manufacturers ought to boost the export share of export markets".

The OECD praises the Clinton administration's efforts to reduce the budget deficit, but it warns that the big increase in tax rates on high earners

may raise less revenue than expected. And it notes that the ratio of debt to GDP will continue to rise. In 1997, when the economy is expected to be at full employment, the deficit will be "disappointingly large, at over 2% of GDP".

In a lengthy assessment of US productivity trends, the OECD concludes that the US is still easily the world's most productive economy. But it warns that "the US productivity standard is likely to be surpassed in the next decade or so by a number of countries" because most other industrial economies are saving and investing more of national income than the US.

The OECD claims there is no convincing evidence as yet that the recent wave of corporate restructuring has significantly raised the US trend rate of productivity. And it warns that "growing skill-based disparities in employment and earnings have the makings of a major social problem".

US Economic Outlook
(% change in volume from previous period, seasonally adjusted at annual rates - 1987 prices)

	1992	1993	1994	1993	1994
Private consumption	2.6	3.2	2.8	2.6	2.6
Government consumption	-0.1	-0.8	-0.3	-2.6	1.4
Gross fixed investment	8.2	9.5	9.2	11.0	7.1
of which:					
Residential	16.3	7.4	8.6	5.4	10.0
Non-residential	2.9	10.4	9.4	13.2	10.0
Final domestic demand	2.5	3.4	3.2	2.9	3.1
Stockbuilding	0.3	0.2	0.1	0.5	0.3
Total domestic demand	2.9	3.6	3.3	3.4	3.1
Exports of goods and services	6.4	3.1	4.9	1.8	5.1
Imports of goods and services	8.7	9.3	7.3	10.5	7.7
GDP at constant prices	2.6	2.8	3.0	2.3	3.0
GDP at current prices	6.5	5.6	5.4	5.1	5.5
Memorandum items					
Private consumption deflator	3.3	2.8	2.7	3.1	2.9
Unemployment rate	7.4	6.8	6.5	7.0	6.6
Three-month Treasury bill rate	8.4	3.0	4.1	3.0	3.7
Ten-year Treasury note rate	7.0	5.9	5.5	6.1	5.5
Net lending of general government					
Sur	-269	-244	-195		
Per cent of GDP	-4.5	-3.8	-2.9		
Current account balance					
Sur	-68	-107	-135		
Per cent of GDP	-1.1	-1.7	-2.0		

1. The yearly and half-yearly rates of change refer to changes expressed as a percentage of GDP in the previous period.

Source: OECD estimates

Strike disrupts American Airlines

By Richard Tomkins

In New York

AIRLINES operated by American Airlines, the second biggest US carrier, were severely disrupted yesterday as the airline's flight attendants started an 11-day strike over changes in working conditions.

The company struggled to keep services running with a combination of non-striking attendants and employees seconded from other duties, but many flights were cancelled or delayed. Other carriers undertook to take passengers to their destinations.

The flight attendants' union, the Association of Professional Flight Attendants, has called out its 21,000 members at American Airlines following the breakdown of talks on new labour contracts.

American Airlines is seeking to cut costs by reducing staffing levels on some flights and changing the attendants' holiday and pension arrangements.

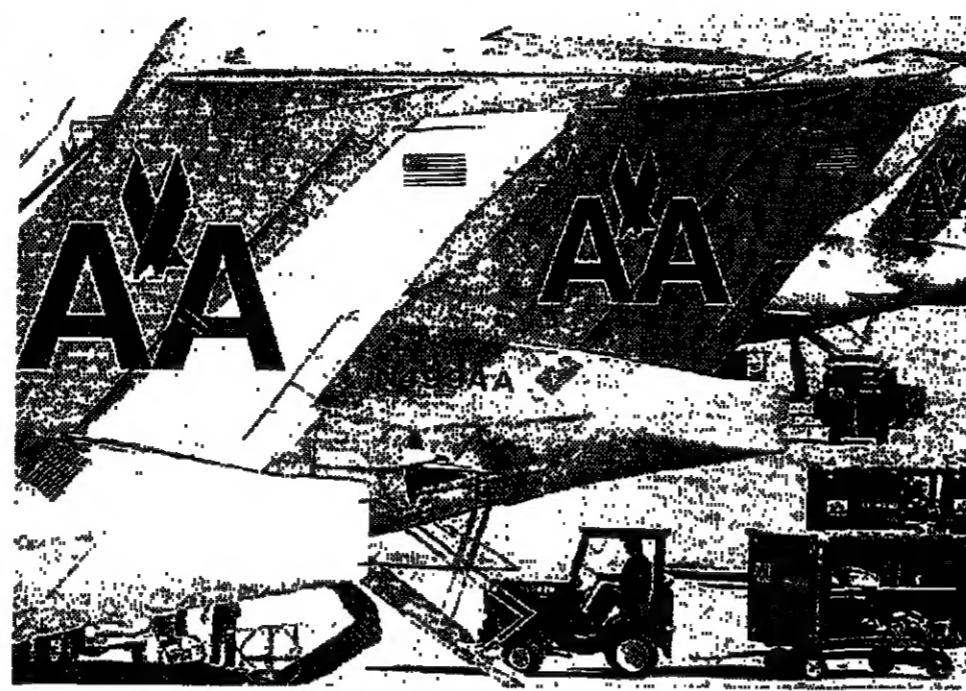
In return, it is increasing the attendants' pay by amounts averaging 7.8 per cent a year for the next four years. The flight attendants' union says the changes in conditions are unacceptable.

American Airlines believes it can ride out the strike by supplementing non-striking attendants with management and clerical grades who will serve drinks and meals.

It says employees failing to cross the picket lines will lose their jobs.

The dispute is casting a cloud over attempts by the beleaguered US airline industry to restore profitability by securing employee's agreement to cuts in labour costs.

All the large carriers are under pressure to change working practices because of the entry into the domestic market of rapidly-expanding carriers like Southwest Airlines which operate at far higher levels of productivity.



Ground crews service American Airlines in Texas as management and union continue talks

World Bank economists give warning on Brazil

By Stephen Fidler,
Latin America Editor

INSTABILITY in Brazil threatens the deregulation of the economy achieved since 1990, two World Bank economists warn in a report published today.

The report, The State and Private Sector in Brazil, by Geoffrey Shepherd and Paul Holden, argues that experience in other countries suggests microeconomic reforms rarely survive for long in unstable conditions.

If instability remains at current levels or worsens, the deregulation achieved since 1990 will be threatened, it says. Inflation in Brazil is running at about 35 per cent a month and mostly above an annual 800 per cent since 1987.

The economists point to dangers of using the exchange rate as an inflation-fighting tool. The danger is that in these circumstances, governments

may lower the cost of foreign exchange to cheapen imports and provide some short-term inflation relief.

This could lead to a balance of payments deficit and consequent import controls to preserve foreign exchange reserves.

Instability would make it difficult for companies to restructure to compete with new imports. Reform in this context would therefore be viewed as a failure.

Brazil's stock market has risen this week on reports that the government would create a new inflation index to be adjusted in line with the exchange rate. Such an index, to replace existing indices for taxation, public sector tariff and interest rate purposes, would be interpreted as a first step to some kind of exchange rate anchor.

The report, to be presented to a conference organised by the World Bank in São Paulo

today, views the prospects for stabilising the economy as poor, in the short-term at least, because of political uncertainty.

Many forces in society, including the banks now have an interest vested in the continuation of inflation, it adds. A reduction of inflation will threaten the solvency of some banks. In the state sector, many banks are in practice already insolvent and kept alive by central bank credit.

The report concludes that economic instability, and in particular, the repeated attempts since 1986 to tackle inflation through shock programmes, is severely impeding the private sector, which now accounts for 60 per cent of Brazil's economy.

Brazil's informal sector accounts for some 35 per cent of GDP and over 60 per cent of employment.

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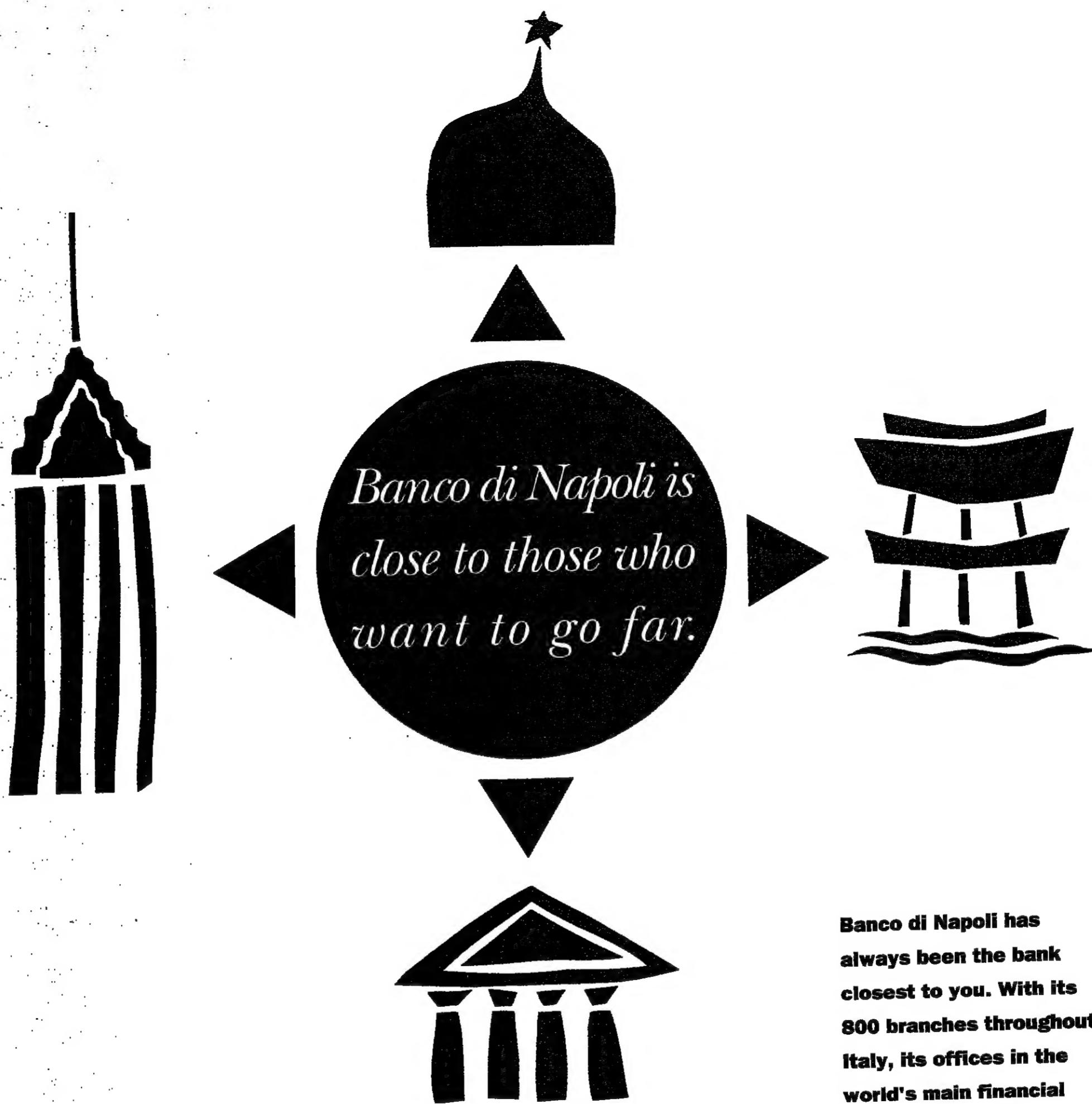
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the very least Russia is likely to need World Bank help if it is to proceed. In the Ukraine, unable and

the WANO governing board and deputy general manager of Electricité de France, told the

onus was on which the nuclear industry had little control.

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Salinas sees his big gamble vindicated

By Damian Fraser
In Mexico City

NAFTA PRESIDENT Carlos Salinas's huge gamble in embracing the North American Free Trade Agreement more than three years ago has been vindicated by the decision of the US House of Representatives to support the agreement, but the costs of ratification have been higher than he could have ever imagined.

The agreement - still to be ratified by the US and Mexican Senate but certain to be passed by both - is widely considered the most important economic and foreign policy initiative taken by Mr Salinas in his five-year administration, and possibly by any Mexican president in decades.

The pact formally reverses generations of Mexican nationalism, and would in all likelihood lock in the pro-market economic reforms of the Salinas government for the foreseeable future.

"It is a turning point for Mexico," says Lorenzo Zambrano, the chief executive of Cemex, the giant Mexican cement company. "It guarantees the change from a closed protected economy to an open, competitive one."

Other Mexicans see the treaty in almost metaphysical

terms. "Nafta buries the Mexican revolution," says Mr Homero Aridjis, a poet and ecologist. "It is the end of an epoch and a new economic revolution will start."

The agreement's approval would come as a personal boon to the president, who had staked much of his personal prestige on the treaty. It should also make next year's presidential election easier for Mexico's ruling party, from which Mr Salinas is prevented from standing.

Rejection of the treaty would have played into the hands of the nationalist left, which has long criticised Mr Salinas' zeal in embracing the US and free trade in one fell swoop.

The accord's passage is expected to have some short term economic benefits. "This is good news for the economy," said Mr Timothy Heyman, head of Salinas Securities in Mexico City. "It will increase investment, lower interest rates, and raise growth."

Nevertheless, despite the short-term optimism, few believe competition with the US will be easy. Mexican wages costs are about a fifth lower than the US, but productivity is much less.

Many Mexican companies are already finding it tough to survive with average tariffs of more than 10 per cent. Some sectors, such as agriculture, are now largely closed to imports, but will be opened up under the agreement, and are

expected to suffer.

While the treaty should raise productivity and draw investment, inefficient businesses will likely fail. The process of industrial restructuring, which has been going on since Mexico joined Gatt in 1986, has already helped push unemployment up, and cut economic growth to an expected 1.1 per cent this year.

The battle for Nafta's ratification has also been politically costly for Mexico's government, which has, for example, made last-minute concessions in sectors such as agriculture that it vowed not to make.

The constant attacks on Mexico's authoritarian political system, abject poverty and corruption by US critics of Nafta have hurt the ruling party and Mr Salinas.

In trying to persuade the US to support Nafta, Mr Salinas has given in to US pressure on one issue after another - on entry of Chinese or Cuban immigrants to Mexico, the results of local elections, and future increases in the country's minimum wage.

But Nafta's passage should help Mexico in its quest to join the Organisation for Economic Development and Co-operation. By removing the cloud of uncertainty over the economy, the agreement should accelerate the process of Mexico gaining investment-grade status on its debt, a long-sought goal that would truly put travails of the debt crisis of the 1980s behind it.



HAMMERING THE POINT: President Clinton tells journalists and supporters after Congress passed Nafta that its passage was a "defining moment" that would help America shape the 21st century

Canada gives priority to anti-dumping issues

By Bernard Simon in Toronto

CANADA is urging the US and Mexico to set up a high-profile mechanism to negotiate new anti-dumping and subsidy rules within a specific time frame under the North American Free Trade Agreement.

Mr Jean Chrétien, Canada's prime minister, is expected to tell President Bill Clinton when the two men meet in Seattle today that Canada's implementation of Nafta on January 1 is conditional on the creation of working groups, or similar bodies, to deal expeditiously with these issues.

Mr Roy MacLaren, Canada's trade minister, yesterday indi-

cated however, that the new Liberal government, which came to office last month, was unlikely to delay Nafta's implementation.

US anti-dumping and countervailing actions have been at the heart of several acrimonious trade disputes with Canada over the past few years, including softwood lumber and pork. Most recently, Washington has threatened to act against alleged subsidies on Canadian durum wheat.

"At the very least, the government wants to ensure that the anti-dumping issues front and centre," a senior official said yesterday. Nafta already provides for a working party on trade and competition pol-

icy, and for further examination of subsidies.

Canada's concerns on subsidies would be substantially addressed by a successful conclusion of the Uruguay Round of multilateral trade negotiations. But the Uruguay Round would do little to reform anti-dumping rules.

Nafta's approval by the US House of Representatives had little impact on Canadian financial markets yesterday. Nafta is expected to have a far smaller impact on the Canadian economy than the four-year-old US-Canada free trade agreement. Canada's trade with Mexico totals about C\$3bn a year, a fraction of its trade with the US.

Mr Roy MacLaren, Canada's trade minister, yesterday indi-

Apec envoys heave sighs of relief

By George Graham in Seattle

MINISTERS and officials at the Asia-Pacific Economic Co-operation meeting in Seattle expressed relief at President Bill Clinton's Nafta victory in the House of Representatives on Wednesday night.

Although delegates have carefully avoided saying that a defeat would turn Mr Clinton into a lame duck host for this 15-country gathering, officials clearly believe that the US president will now be in a much stronger position to provide leadership for Apec.

"He'll come here as a stronger duck," said Mr Peter Cook, Australia's trade minister.

Mr Roy MacLaren, Canada's international trade minister, said after the vote: "Certainly, it seems to me to strengthen President Clinton's presentation of himself as a man committed to free trade and liberal trade on a global basis."

Apec delegates had been at pains to point out a bright side for their organisation whether Nafta won or lost. Mr Philip Burdon, New Zealand's minister for trade negotiations, said that while Apec would complement Nafta, in the event of failure it would have become a fallback position.

France urges US to make fresh Gatt proposals

By David Buchan in Paris

FRANCE said yesterday it was now up to the US to produce "new proposals" to bring the Gatt negotiations to the same successful conclusion as the Nafta accord.

Mr Gérard Longuet, France's foreign trade minister, said the ball was now in the court of the Clinton administration which could and should henceforth "devote itself fully to the Uruguay Round". Reports from the US agriculture department that Washington was ready to discuss the Blair House farm trade agreement, as demanded by France, were welcomed in Paris.

But Prime Minister Edouard Balladur warned against any attempt to present France with a take-it-or-leave-it Gatt accord hours before the December 15 deadline for the Uruguay Round. French officials said Paris would need sufficient notice of any agreement so it could consult all parties and its parliament. The French prime minister reiterated that a Gatt accord would need unanimous

approval by European Union countries, giving France an effective veto.

In response to suggestions Mr Balladur should now show the same political courage as President Clinton in facing down protectionists in his own party, a senior French official said yesterday France "is not in the same phase of economic growth as the US and therefore does not have the same room for manoeuvre" in negotiations.

French officials also criticised the tactics of Mr Peter Sutherland, the Gatt director general, for "pretending that the so-called Dunkel draft final agreement had the broad agreement of all parties" and diverting the Geneva negotiations onto other issues. Many Gatt participants, including the US and the EU, still had serious problems with the Dunkel draft of 1991.

After a month free from any farmers' demonstrations, the Balladur government is now slightly more confident of selling an eventual compromise to its agricultural lobby.

Clinton got his backing at a bargain price

IT WAS a deal the president could not refuse: support for his tax programme from the powerful chairman of the Senate finance committee in exchange for approval of a sugar price support scheme.

That was the bargain made in 1981 by President Ronald Reagan, the proclaimed free trader, with Senator Russell Long of Louisiana.

The effects are still being felt. The tax cut added billions to the US budget deficit and the sugar programme curbed developing country exports to the world's most lucrative sugar market.

The deals cut by the administration of President Bill Clinton to get House approval for the North American Free Trade Agreement pale in comparison. As set out in a letter to various congressmen, they are long on exceptions of course but carefully hedged by conditions which ought not to tie US negotiators' hands in the Uruguay Round. They could result in some industry protection, but mostly the pacts appear useful in providing political cover for pro-Nafta congressmen.

On textiles for example, the president promised to dedicate an additional \$15m for enforcement of Customs regulations and the hiring of 126 new Customs Service employees to detect transhipment and other illegalities. He reassured congressmen that China would get no quota increases from the Uruguay Round until it becomes a signatory to the General Agreement on Tariffs and Trade "and agrees to open its markets to US textiles and apparel".

He vowed to negotiate the longest possible phase-out of textile quotas. If the six-country Association of South East Asian Nations, the Caribbean countries and Ireland will support a 15-year phase-out period, the US will seek to re-open the current text: "to negotiate acceptance of such a proposal".

With respect to textile tariff cuts - a key to the tariff reduction talks in Geneva - the president says these should be staged over a period: "at least as long as the phase-out of the MFA (the Multi-Fibre Arrangement)". Furthermore, he promised not to include "sensitive products", such as wool, until the end of the phase-out.

One of the most satisfied deal makers was the Florida Congressman Clay Shaw, who had demanded extradition from Mexico of a man wanted in California for the rape of a child.

He said he had received assurances from the Mexican government that the extradition treaty would be honoured.

Barriers of beef producers

US exports (top)

EU imports (bottom)

Source: US Department of Commerce

US exports (top)

EU imports (bottom)

Source: US Department of Commerce

US exports (top)

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Source: US Department of Commerce

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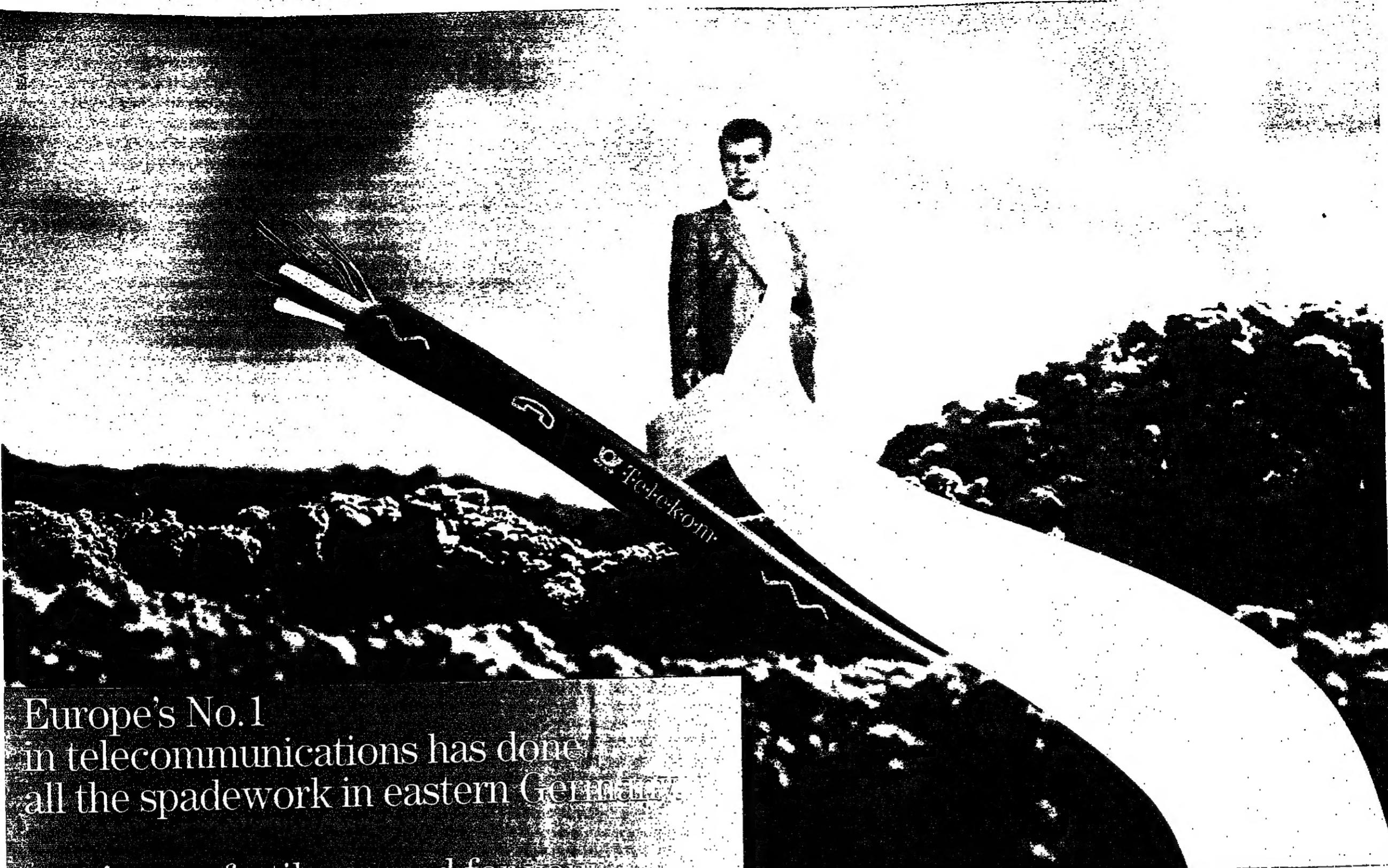
EU imports (bottom)

Source: US Department of Commerce

US exports (top)

EU imports (bottom)

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By Richard To
in New York

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By Paul Adams in Lagos

GENERAL Sani Abacha, Nigeria's former defence minister who assumed power on Wednesday, was last night expected to announce the formation of a new military-backed government.

But army officials suggested that Gen Abacha, who deposed Chief Ernest Shonekan, the civilian head of state, would seek a broader base of civilian support especially amongst elder statesmen than that enjoyed by the interim government.

The strikes and protests of

early this week gave way to

calm in the half empty streets of Lagos yesterday as Nigerians awaited the outcome of talks between the top military officers.

Even in Lagos, where the dominance of the mainly northern military elite is deeply resented, there was cautious optimism over Gen Abacha's takeover. It may reflect, however, a resentment that Mr Shonekan agreed to serve the military administration which last June deprived a fellow southerner of the presidency. Chief Moshood Abiola won the poll which was annulled by the military. Lagos is the home state of both men.

"Shonekan's government was just getting in the way of any resolution of the political deadlock," said a pro-democracy campaigner.

"If you are going to rule Nigeria you have to have either a mandate from the people or a gun in your hand. Shonekan had neither," said a leading banker in the commercial capital.

The interim government had limited credibility from the start being handicapped by Gen Ibrahim Babangida after his resignation at the end of August. It was handicapped by its inability to legislate by decree or to govern through

the National Assembly.

Last week's high court ruling in Lagos that the interim government had no legal basis and the popular protest at the rise in the fuel price damaged Mr Shonekan's standing.

The police have declared demonstrations illegal and the Campaign for Democracy, which led the opposition to extended military rule through civil protests in July, has called off its two-day demonstration in Lagos.

Crowds burning barricades in Lagos' main road were dispersed in the morning but apart from the detention of several civilians there was lit

le tension.

There were minor protests in the northern city of Kaduna and serious disturbances at the country's main petrochemicals and refinery complex in Eleme near Port Harcourt, where angry crowds blocked access to the plant and protested against the central government for diverting oil revenue from the

interim government. It is among the poorest and least developed in Nigeria, despite producing most of the country's exports.

Public transport remained scarce and fuel hard to find with most filling stations closed on the fourth day of the general strike.

Gen Abacha has made his base at Dodan Barracks in Lagos, and seems likely to reverse the move to the new federal capital of Abuja by Nigeria's last military ruler, Gen Ibrahim Babangida.

The talks to end the general strike by the Nigeria Labour Congress (NLC) over the 600 per cent rise in the fuel price last week were scheduled to be in Abuja on Thursday but are have been suspended. until there is a new government.

The National Assembly in Abuja has been sealed off by security forces and local government councils were dissolved last week.

NEWS IN BRIEF

Somalia operation is 'not workable'

THE United Nations' operation in Somalia is a mess, with little hope of its efforts there ever bearing fruit, the medical charity Médecins Sans Frontières said yesterday. Reuter reports from Brussels.

"It's a dead end and I am very pessimistic about Somalia. It's such a mess and there is no possibility of it working," Mr Alain Destexhe, secretary-general of the charity, said.

There had been no improvement in Somalia since the UN dropped its high-profile hunt for Somali warlord Mohamed Farah Aideed. Mr Destexhe said. The UN had confused its humanitarian and political roles in Somalia and other crisis areas such as former Yugoslavia. "After two years, the track record in Bosnia and Somalia is negative on both a humanitarian and a political level."

Relieved and joyful relatives laughed and wept as the men, looking weak with filthy clothes and unkempt beards, were freed one by one after shaking hands with top local officials.

A young woman called Fahmeeda said her brother had been trapped in the mosque after going there to worship on October 15, the night the army sealed off the compound.

Hyundai wins high speed deal

Hyundai Precision and Industry has been chosen by GEC Alsthom to head a South Korean consortium to make the Train à Grande Vitesse (TGV) train for the country's new high-speed rail project, writes John Burton in Seoul.

GEC Alsthom, now negotiating on a final contract for the TGV, will supply the technology to Hyundai Precision, which makes transport equipment and is part of the Hyundai business group.

DaeWoo Heavy Industries, Hanjin Heavy Industries and local parts suppliers will also be part of the Korean consortium. GEC Alsthom was selected over Siemens in September to supply 45 trains for the Seoul-Fusan high-speed rail route.

The contract is valued at \$2.4bn (£1.61bn), with the Anglo-French group agreeing to provide half of the contract to the Korean consortium.

Taiwan to send hijackers back

Taiwan, in an attempt to deter the hijacking of Chinese airlines to the island, yesterday decided it will send hijackers back to China after sentence or finishing their jail terms, Reuter reports from Taipei.

Seven Chinese airliners have been hijacked to Taiwan since April. Taipei has rejected China's demands to send the hijackers back to China immediately and detained them for trial on the island.

The aircraft, other passengers and the crew were sent back to China on the same day. The decision to repatriate hijackers was reached by a cabinet-level anti-hijacking committee headed by Interior Minister Wu Poh-hsiung, state radio said. But the radio approval of Premier Lien Chan is still needed.

China to unify exchange rates

China will abolish its different exchange rates next year and set one single rate for the yuan against the US dollar, Reuter reports from Beijing.

Zhang Xiao, president of the International and Commercial Bank of China (ICBC), made the announcement on a trip to Singapore.

"Zhang said the exact timing depends on a number of conditions, including how rapidly exports increase," China's official Xinhua news agency quoted him as saying.

"The scrapping of foreign exchange controls must be taken in steps, rather than in one fell swoop."

The central committee of the ruling Communist Party on Sunday adopted a plan calling for wide-reaching reforms, including a restructuring of China's financial system to adopt Western-style macro-control levers such as interest rates and reserve requirements to help control liquidity.

The Chinese yuan currently trades at about 5.7 to \$1 at the state rate. Forex swap centres, where businesses can balance their foreign exchange needs at market-set prices, see the yuan trading at about 8.5 to \$1.

NEWS: INTERNATIONAL

Nigeria awaits news of political future

Abacha: broader base

A decisive push against Japan's old system

William Dawkins and Robert Thomson on the vote by MPs for new electoral laws that stunned LDP

group that brought down the former government.

Mr Ozawa was a valuable ally earlier this week when he used his knowledge of the LDP to undermine its unity. Now he wants LDP defectors for his party, the Japan Renewal Party.

These visions do not necessarily include Mr Hosokawa and could transfer the government's four political reform bills designed to sweep aside the scandal-prone political system which kept the LDP in power for 38 years until last July.

The legislative reforms, still to be passed by the upper house of parliament, will end the present multi-seat constituency system, blamed for encouraging corruption by promoting intense competition among and within parties to

raise campaign funds.

Under the old system, politicians courted construction companies with promises of huge public works investments that would be directed towards them, as a result of which more than 20 executives and local politicians are being questioned by public prosecutors.

The proposed system is a mix of UK-style first past the post single-seat constituencies and continental European-style proportional representation. There will also be tough controls on corporate donations, and a fixed system of public donations.

The dangers ahead for Mr Hosokawa come not from a crippled LDP, but from the power struggle that will now take place within the coalition. He has reason to fear Mr Ichiro Ozawa, the main power broker in the coalition who was co-founder of the LDP splinter

party.

The seismic upheavals of the past few months have shaken out a large floating vote and narrowed the differences between parties. Undecided voters account for 35 per cent

of the total according to a recent survey, which shows no clear leaders among the other main groupings.

"The last election already showed that organisation was not everything," says Jeff Young, political analyst at Salomon Brothers Asia.

All this coincides with, or could be a consequence of, a general cultural change among people at large, away from general adherence to the commu

nity.

Political chat shows are becoming popular on television and sober suited "salarymen" can even be seen wearing col

our ties instead of the ubiquitous pearly grey.

Mr Hosokawa cannot claim credit for changing Japanese fashion, despite his fondness for Armani ties. But the success of his personal style of politics has ensured that political change has swept onwards. The sober-faced veterans of the LDP will spend longer in the opposition benches than they had ever imagined.

Farmers protest at rice imports

A THAI vessel carrying a shipment of Japan's first rice since 1984 into Yokohama port was met by boatloads of Japanese farmers yesterday, protesting against emergency imports to cover the country's severe shortage, writes Enrico Teramoto in Tokyo.

Japan plans to bring in 1.1m tonnes (10 per cent of its domestic consumption) of rice from Thailand, China and the US, as it faces the worst rice crop in post-war history.

Some analysts forecast a need for extra imports as the shortage may be up to 2m tonnes.

The emergency shipment arrived as Japan's rice import ban is debated in the Gatt multilateral trade talks in Geneva.

The Japanese officially deny changing stance over opening the rice market on the one hand, and trying to work out a compromise over tariffs on the other.

Mr Akio Kyoya, vice-minister of agriculture, yesterday denied reports that Japan and the US had reached a compromise agreement in Geneva.

However, in October, US trade officials revealed that the two countries were negotiating a six-year moratorium on rice imports, during which a minimum access level of 3.5 per cent of Japan's domestic rice consumption will be imported.

Japanese money supply up

JAPANESE money supply continued its gentle rise last month, but at exactly the same rate as previously, further evidence of the sluggishness of demand.

The broadly defined aggregate of M2 (cash in circulation and time and demand deposits) plus certificates of deposit rose by a preliminary 1.8 per cent in October, against the same month last year, the Bank of Japan said.

That was the seventh monthly increase in a row, but exactly the same as the final figure recorded in September and below most economic forecasters' expectations. Preliminary figures showed 2 per cent growth in September money supply, later downgraded to 1.8 per cent. The bank's broadest gauge of liquidity, including postal savings and investment trusts, eased.

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Nissan to cut vehicle output

NISSAN, Japan's second biggest carmaker, plans to close four of its Japanese factories for two days next month in an attempt to trim output and cut costs, it said yesterday, writes Michiyo Nakamoto in Tokyo.

The decision reflects the severity of Japan's economic slowdown and its impact on the car industry. Nissan has already announced plans to close one of its main factories on the outskirts of Tokyo.

The move will affect about 15,000 employees, to be given extra days off with 90 per cent pay, to be funded partly from government employment adjustment subsidies. The closures, which will cut output by about 4,000 vehicles, follow a similar move

this month affecting over 2,000 workers.

The company's domestic production declined by 13 per cent in the first half of the fiscal year. The decision also reflects the downturn in the European market, where exports have fallen 47 per cent. Nissan has already revised its production forecast by 12 per cent to 1.8m units.

UK spirits groups in Indian joint venture

By Stefan Wagstyl in Bombay

INTERNATIONAL Distillers and Vintners, the drinks arm of Grand Metropolitan, the UK group, yesterday agreed a Rs200m (\$6m) joint venture to produce and sell scotch, vodka and other spirits in India.

In partnership with Kila-chand, a Bombay-based diversified group which is India's biggest vodka maker, IDV plans a factory with a capacity of 600,000 cases a year for bottling

companies announce export orders worth about 2700m (\$1bn).

• Relatives and friends embraced and wept yesterday as 35 civilians caught in a month-long siege at Kashmir's Hazratbal shrine were reunited with their families, Reuter reports from Srinagar.

The 35, all men, were released from police custody not far from the Srinagar mosque where they had hidden for 32 days surrounded by

Indian troops. Thirty others, suspected of being Moslem militants, stayed in detention.

The men, looking weak with filthy clothes and unkempt beards, were freed one by one after shaking hands with top local officials.

Indian prime minister P V Narasimha Rao, and other government figures denied that a deal had been worked out, saying the men had surrendered unconditionally.

"I want to point out that when it comes to the implementation of the new constitution and the whole transitional phase, nobody should expect us to be faithful and diligent in assisting," he added.

Mr De Klerk, Mr Mandela and 17 other leaders approved the interim constitution early yesterday providing for non-racial elections next April.

Black and white right-wing groups reject the document as a recipe for domination by the ANC.

• Mr De Klerk and Mr Mandela will in the end know that the best that they could do together will end up... inciting the wrath of such a large percentage of South Africans that [it] will be reduced to the political wilderness.

• The International Labour Organisation yesterday resumed technical assistance and co-operation in South Africa after a boycott lasting three decades.

"I would rather go into the political wilderness

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Governor reveals Bank's rescue principles

By John Gapper,
Banking Editor

MR EDDIE GEORGE, the governor of the Bank of England, last night disclosed for the first time the Bank's principles for deciding whether and how to give financial assistance to troubled banks that it believes may fail.

Mr George, who defended the Bank's role in launching a series of financial "lifeboats"

for a number of small and medium-sized banks during 1991, said it was essential that no bank, whatever its size might be, expected automatic support.

Mr George, delivering the second of a series of annual lectures at the London School of Economics, said that the measures taken to protect 40 banks in 1991 had prompted the Bank to update its principles on such operations.

Mr George argued that the potential for one bank's failure to affect others had increased with the evolution of the financial system. "Crises can spread not just from bank to bank, but also from country to country," he said.

Mr George said the Bank had been "quite clear that, had we failed to intervene, the pressure would have spread and we would then have found it harder to stop".

Mr George said the Bank's principles were that:

- It will explore every option for a commercial solution before committing funds. It will always ask large shareholders to supply support, and failing that will encourage the bank to try to find a buyer "even at knock-down prices".
- If it does provide support it will try to structure it "so that any losses fall first on the shareholders, and any benefits come first to us". Support will also be "on terms as penal as we can make them" without leading to collapse.
- It will only provide short-term liquidity, and will not "in normal circumstances" support a bank known to be insolvent. He said the 1991 losses had occurred when the position of the banks involved worsened after the intervention.
- It will "look for a clear exit." The company may be required to run down or restructure operations under the Bank's surveillance to the point where it can do without support within a given period.
- It will try to keep systemic support secret at the time. Disclosure could lead to a loss of confidence and the Bank could be drawn into "a position where we were in practice underwriting all the liabilities of the banking system".

Goldman bonus fuels hopes of higher rewards

By Tracy Corrigan, Antonia
Sharp and Sara Webb

GOLDMAN SACHS, the US investment bank, kicked off the annual round of bonus awards in the City of London yesterday, at the end of a year when record profits at many securities houses and investment banks have fuelled hopes of hefty rewards.

"The level of bonuses is very varied - it ranges from 20 to 25 per cent of basic (salary) to multiples of basic," said Mr Roger Steere, director of executive recruitment at Jonathon Wren. For traders earning a basic salary of £50,000, this could mean total remuneration of £200,000 or more.

At the top of the bonus league are the proprietary traders - also known as arbitrage dealers - who use their bank's own capital to take large positions on the market, which can generate massive returns: some of them are expecting bonuses of £1m or more.

Yesterday's Goldman award is unlikely to dampen expectations: in a memo to London staff, the partnership announced a 30 per cent year-end bonus for all locally-hired employees. This is on top of personal bonuses awarded for individual performance, which were given on Monday.

Goldman's November year-end means it is ahead of the field in deciding bonus levels. Some companies do not pay

out until March or April next year.

City traders are particularly optimistic about bonuses this year because the bull market has taken them exceed the targets set at the beginning of the year.

But banks and securities houses are becoming wary about the size of payments. Some are trying to defer some payments of bonuses, by offering options on the companies shares, or shares, so that employees have a stake in the company. This is particularly true at senior levels; for example, the highest paid employees at Salomon Brothers may get up to half their bonuses in shares.

But traders and sales staff without any management responsibility are keen on cash. "Dealers tend to get pretty substantial cash bonuses, and that's what they are working for," said Sir John Trelawny, senior partner at GKR, the headhunter, who pointed out that it is seen as compensation for working in a demanding and risky business, without long-term prospects.

The bonus bonanza has also made it more difficult - or more expensive - to recruit staff.

One 37-year old German government bond trader said: "Most people live off their basic and save their bonus... they realise things may not last forever."



Marshall Aerospace, of Cambridge, unveils the L1011 TriStar which it has converted for Orbital Sciences Corporation of the US. The aircraft can now carry a launcher which, after being set free at 35,000 ft, can propel a satellite into orbit at a height of 400 miles

Colin Bearns

Sharp fall in UK unemployment

By Emma Tucker,
Economics Staff

THE BIGGEST fall in unemployment for over four years and a sharp drop in average earnings growth yesterday raised hopes that the UK economy can continue to recover without igniting inflation.

The news, coming after a sharp drop in inflation announced earlier this week, heightened the chances for an interest rate cut before the end of the year to offset the effects of tax rises widely expected to be imposed in the Budget.

Meanwhile, average earnings growth dropped to 3 per cent in the year to September from 3.7 per cent in August, dragged down by the public sector pay ceiling of 1.5 per cent, and

underlining the lack of inflationary pressures in the economy.

But weak bank and building society lending figures also out yesterday acted as a reminder of the fragility of the recovery and the continued reluctance by consumers and businesses to borrow. The Bank of England said the M4 lending growth rate dropped from 3.3 per cent in September to 3 per cent in the year to October, only marginally higher than the 30-year low of 2.9 per cent, reached in July.

In London the pound, buoyed

by the encouraging economic news, closed a penny higher against the D-Mark at DM2.5275 while the FTSE 100 share index ended the day up 5.5 at 3125.5.

The government took the drop in unemployment and the surprise fall in inflation from 1.8 per cent to 1.4 per cent in October as further evidence of the strength of the recovery.

Although economists were surprised by the size of the October drop in the jobless total, many now believe that the jobless total is on a firmly downward trend.

Britain in brief



Rolls-Royce to cut 1,000 more jobs

Rolls-Royce, the aero-engine and industrial power group, is to shed an additional 1,000 jobs in its UK aerospace operations next year because of continuing difficult trading conditions in both its civil and defence aero-engine businesses.

The latest restructuring, confirmed yesterday by the company, will increase the total number of job cuts in Rolls-Royce's aerospace activities to 3,000 next year on top of the 3,000 jobs it is already losing this year.

The company announced last year it planned to shed 5,000 jobs in 1993 and 1994 in the face of the prolonged recession in the civil aerospace market and the post cold war downturn in the defence sector.

Scottish Enterprise

The Scottish select committee of the House of Commons is to inquire into the workings of Scottish Enterprise, the network of enterprise agencies in Scotland which was set up in 1991.

The inquiry will look into recent claims by the Scottish media and by opposition politicians that the network is ineffective.

Scottish Enterprise sees the select committee inquiry, which will take place in the new year, as a chance to rebut criticism and to present its record to detailed scrutiny.

Outrage at Hess memorial

Anti-Nazi League members demolished a memorial to Hitler's deputy Rudolf Hess which has appeared in a lonely Scottish field. The monument praises Hess, Hitler's deputy,

who landed near Eaglesham, south of Glasgow after a mystery flight to Scotland in 1941.

The marble monument bears the words: "This stone marks the spot where brave, heroic Rudolf Hess landed by parachute on the night of 10th May 1941 seeking to end the war between Britain and Germany."

Harvey Livingston, president of the Glasgow Jewish Representative Council, said his community would be "mortified and disgusted" to learn that any leader of the German Nazi regime could be respected in this way. Local council planners were trying to trace the owner of the land.

Hess, who told troops who captured him in Scotland that he had a vital message for the Duke of Hamilton, was arrested and spent the rest of his life in prison, eventually dying at Spandau jail, Berlin, six years ago.

Backing for arts falls 13%

Business sponsorship of the arts in the UK during 1992-93 fell by 13 per cent, to £25.63m, according to figures released by the Association for Business Sponsorship of the Arts. This was the first ever annual decline recorded by ABSA.

Involvement in corporate membership schemes, a major source of revenue for major arts companies like the Royal Opera House, Covent Garden and the Royal National Theatre, marked time in 1992-93 at 27.9m.

This still shows a considerable retrenchment on the £12.5m that companies paid for their guaranteed seats at the opera and the ballet in 1990-91, before the recession forced many to economise on corporate entertaining.

Yarrow to lay off 1,500

Yarrow Shipbuilders on Clyde-side proposes to lay off half of its 1,500 manual workers from Monday in the face of the continuation of a 10 day official strike by the company's 600 white-collar staff.

The workers in dispute are demanding equal treatment with the manual workers at the yard who secured wage rises of 3.7 per cent plus £200 across the board last February after a bitter conflict.

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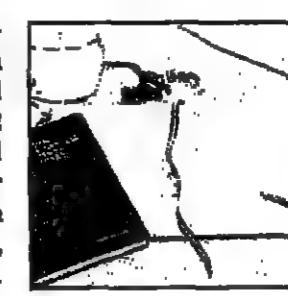


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MANAGEMENT

Electrolux is delighted with its Hungarian purchase, writes Nicholas Denton

In from the cold

Electrolux is that rare breed: the contented multinational investor in Hungary. The Swedish white goods producer bought Hungarian refrigerator maker Lehel outright in 1991 and already has results to show for its acquisition.

"We can't complain," says Anders Scharp, chairman and chief executive of the Electrolux group, which this week reported better-than-expected third-quarter profits. At Lehel, Electrolux managed to boost pre-tax profits by 16.6 per cent to Ft550m (£24.4m) in 1992 and held sales steady. Production, 665,000 units in 1992, is expected to hit 700,000 by mid-decade.

Each employee produced about one unit a day in April 1991. By October 1992, volume per man-day was 1.8, not far short of a west European worker's daily output of about two. "The potential for productivity improvement was amazing," says Heikki Takonen, a senior Electrolux manager and deputy chairman of Lehel.

Electrolux agreed in March 1991 to buy state-owned Lehel and its factory complex at Jasbereny on the Hungarian plain for about 850m (£34m). It was part of the Swedish group's effort to be as strong in eastern Europe as in western, where it is the largest producer of white goods.

At the most brutal level, Electrolux has improved productivity by cutting the Lehel workforce from 4,800 at the time of the takeover to 3,200. The Swedish company has divested non-core businesses and dismissed employees from the central frigide-making activities too.

Administrators have borne the brunt. Electrolux has reduced its number from 280 to 130. As Lehel's extended hierarchy has shrunk, top managers and shopfloor workers have come into closer contact. Thor-Kertesz, managing director of Lehel, quibbles with manual workers at the canteen. His predecessor rarely visited the shopfloor.

But Electrolux executives must still披上 a thick layer of distrust accumulated over decades of secretive management. Employees used to learn what the company was up to through speculation and the media. Electrolux has resorted to any means to communicate: newsletters, meetings – and even the truth. Electrolux appreciates that top management, however passionately they communicate, cannot run everything. "Sometimes you



Anders Scharp (left) and Leif Johansson: willing to eat humble pie

have to tell people that you don't know," says Kertesz.

Electrolux therefore places as much emphasis on "horizontal" as on "vertical" communication. "What we brought here was a culture – a culture of openness and cross-functional communication," says Takonen. Marketing and production departments now have monthly meetings, for example.

Before, in the first quarter of 1992,

they believe have managed Lehel's transformation effectively. More so, for example, than General Electric of the US at Tungsram, which experienced something of a culture clash. Outright ownership helped. Electrolux was the first western investor to take 100 per cent of a Hungarian state company. That gave the firm the freedom to tackle restructuring as it saw fit. Takonen is convinced: "It makes all the dif-

Electrolux has improved productivity by cutting the Lehel workforce from 4,800 at the time of the takeover, to 3,200. It has also divested non-core businesses

demand dropped. Sales did not inform production. Lehel's managing director remembers: "They went on producing without realising what had happened."

Electrolux has delegated, too. Managers, while fewer, have gained more freedom to manage. The company has committed more to training than is customary in its acquisitions. Takonen claims the policy has unlocked potential, particularly among middle management.

Electrolux executives privately

refer to tellers that you don't know," says Kertesz.

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Before, in the first quarter of 1992,

led it to rely heavily on task forces composed of Hungarians and foreigners to decide on restructuring.

Electrolux kept expatriates in supportive positions beside Hungarian managers. "Instead of putting lots of people in from outside, the Swedes that we have added have been in 'shadow' places," says Johansson. Of 22 top decision makers, all but two are Hungarians. True, Electrolux brought Kertesz, a Swedish executive, to head the Jasbereny operation. But he is of Hungarian origin, an émigré who fled after the 1956 uprising against communist rule and Soviet occupation.

Electrolux focused first on these structural and cultural changes.

"First come the soft investments," says Takonen. "You have to get the values in place." This intangible investment has not always impressed Electrolux's Hungarian employees. They initially doubted Electrolux's commitment. It took the introduction of a facility assembling vacuum cleaners to restore confidence.

Still has been part of Electrolux's success, but it owes much to circumstance. Lehel has supplied the Electrolux group with fridges since 1973. A part of the Hungarian company's exports to the west, which make up two-thirds of production, has therefore been insulated from the decline in Hungary's competitiveness.

As the market has recovered Lehel's share has also rebounded. Electrolux has broadened Lehel's range and taken it into new markets. Fridges are doing well and Lehel has kept about two-thirds of the market. Hungarian consumers benefit from imports after they were liberalised. But many have been burnt by fly-by-night operators and have returned to established suppliers whose service can be trusted.

The most pleasant surprise has been consumer loyalty to Lehel. Reliance on demanding western markets acted as a healthy discipline even in communist times and Lehel earned a reputation for quality. That is now paying off.

Lehel is still in many Hungarian ears synonymous with refrigerator. The badge has proved far more resilient than most Hungarian brands in the face of import competition.

"We have been successful or perhaps just lucky," says Scharp. Electrolux may be overly modest. Insofar as western investors select what they acquire in eastern Europe, they make their own luck.

Few issues generate so much heat within companies as the relationship between headquarters and the rest of the organisation. Not for nothing do managers still chuckle cynically at the old jibe: "I'm from head office and I'm here to help you."

So it is surprising that there has been little useful business school research into how the relationship can be made more effective.

Six years ago academics, Michael Goold and Andrew Campbell of the Ashridge Strategic Management Centre, produced a book which delved deeply into the way head offices advise, control and otherwise add value to their constituent businesses – or "parent" them. Called *Strategies and Styles*, it examined the "parenting" styles of 16 leading British companies and analysed whether their methods were appropriate to their portfolios of businesses.

The book proved influential in several respects. It established that it is hard for a head office to "corporate centre", in current jargon to be good at more than one distinct parenting style. It demonstrated that the sustained success of Hanson and BTR has been partly because their styles have been better matched to their types of businesses than those of past conglomerates such as ITT.

It underlined that the hands-off style used by GEC and other UK companies in electronics was inappropriate and had hindered the creation of globally competitive businesses. And it showed that shifting one's style is harder than changing one's business portfolio.

But, to judge from their recent public statements, several of the companies most praised in the book have forgotten its lessons and seem to be drifting towards a muddied and ineffective middle-of-the-road style. The most notable nascent offender is Hanson, with BTR not far behind.

In 1987 Goold and Campbell identified three parenting styles.

"Financial control" companies, epitomised at the time by Hanson and BTR, along with Tarmac and GEC, tend to delegate strategic

decisions to the managers of a diverse portfolio of business units, which have few if any dealings with each other. The centre's main role is to agree demanding short-term financial targets for the businesses and to monitor them ruthlessly.

As the Ashridge trio points out, the essence of the financial control style remains its ability to improve performance in autonomous businesses. It is much less suited to a portfolio of "core" businesses, or to (ones) engaged in fierce global competitive battles, in which different national businesses must co-ordinate strategies to achieve success".

The academics warn financial control companies explicitly "to avoid blurring their strategies by claiming that they can also handle the sort of businesses that require a strategic control or even a strategic planning style".

For admirers of Hanson and BTR, a further concern must be Ashridge's new evidence of how hard it is to make effective use of strategic control, the centre ground towards which the two companies seem to be drifting. All five of the original study companies in this category have had trouble, mainly because their portfolios were too diverse for it to work well.

The old idea that a decentralised structure, coupled with a modern budgetary and planning system, could allow a competent corporate management team to add value to almost any business fails to stand up," concludes the Ashridge team. Hence, in part, the decisions of Courtaulds and ICI to demerge themselves.

Strategic control also requires a difficult balance of tightness and looseness. To strike that balance, head offices need to know a lot of detail about its various businesses.

None of this is to argue that the boundaries between the three styles are watertight and that limited aspects of strategic control cannot be grafted on to either of the other styles. But a company's parenting style is usually based on a set of deeply embedded attitudes and practices which are mutually consistent. Alter one of them and you may reduce the effectiveness of the whole system.

They find it "ironic" that Hanson has said repeatedly over the past year that it will focus on seven "core" businesses and that BTR has claimed it is successful in global as well as regional businesses. Just as odd is BTR's declaration that it intends to share technology across businesses.

These pronouncements have obviously been meant to reassure investors that neither company is losing its way. But that is precisely what they seem to be doing – again assuming they mean what they say.

CHRISTOPHER LORENZ

Why it's hard to be a good parent

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IT vendors and academic institutions will be consulted for suggestions. Among those stressing the importance of this, to keep users up to date with emerging technology, is US-based Computervision. A leading supplier of software to the European automotive industry, it reluctantly admits that IT suppliers could do better.

The cost of the pilot phase will be

Europe's manufacturers are unhappy with their suppliers of information technology. They want IT equipment which meets their needs more effectively, enabling them to speed up their processes and link up systems at different sites.

Determined to put pressure on their suppliers, leading automotive and aerospace companies have banded together in a project aimed at producing a new generation of IT systems for manufacturers. It is expected to last for more than six years and involve an investment of more than Ecu424m (£230m).

The consortium involved in the project contains 17 companies from six countries and is headed by Daimler-Benz, the German automotive and aerospace company. The others are Deutsche Aerospace, Mercedes-Benz vehicles and AEG electronics (all part of Daimler), the Volkswagen group and BMW from Germany; British Aerospace and the Rover Group from the UK; Aerospatiale, Dassault Aviation, PSA and Renault from France; Alenia, Fiat and component supplier Magneti Marelli from Italy; Saab Aerospace from Sweden; and CASA from Spain. All use IT extensively for design and manufacture.

By collaborating and keeping suppliers at arm's length, the companies believe they can reach a consensus on their future IT requirements. They also believe they carry sufficient weight to persuade the IT vendors, such as IBM and Computervision, to develop the products to meet those requirements, an important one being the need for integration of different systems.

The companies' objective, says Horst Soboll, the project's manager and Daimler's vice-president for IT strategy, is "to improve the competitiveness of European manufacturing". Soboll believes this can be achieved both by developing innovative technology more closely matched to the requirements of users and by using existing technology more innovatively.

In the initial phase of the project, which started this month, the consortium will specify its IT requirements including any *de facto* standards it wishes to adopt and set priorities for the research and development projects that will follow in the main phase. This will take up to 18 months.

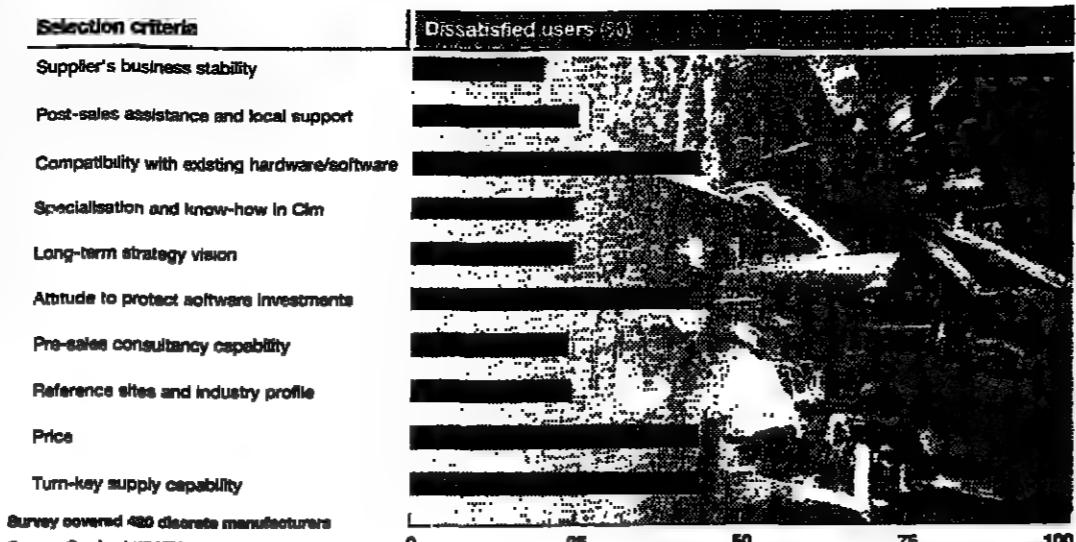
IT vendors and academic institutions will be consulted for suggestions. Among those stressing the importance of this, to keep users up to date with emerging technology, is US-based Computervision. A leading supplier of software to the European automotive industry, it reluctantly admits that IT suppliers could do better.

The cost of the pilot phase will be

Diane Palframan looks at why Europe's manufacturers are unhappy with their information technology

Better supplies for the troops

How dissatisfied are the EU's manufacturers with software suppliers?



videoed by the European Commission and the rest by the consortium. Although the Commission is funding the project under its Esprit IT research and development programme, it is unlike any previous Esprit project.

Advanced Information Technology (AIT) in design and manufacturing - as the project is called - only includes IT users and is focused on one of the main problems facing most industries today: bridging the gap between IT needs and IT offerings.

The project has not gone through the normal lengthy Esprit project approval mechanism. It was proposed in response to the Commission's request to industry for more user-driven, less technology-oriented projects. (The Commission has often been criticised for the lack of returns to industry from its research spending.)

The initial idea came from Daimler, which approached Europe's aerospace and automotive companies (and some leading US companies in the same industrial sectors). In less than a year, the consortium was formed and funding approved

for the pilot phase. Rover backed the project from the first. "It brings together the expertise of the best people in the European automotive industry to develop a strategic framework for all IT requirements for design and manufacturing," says Paul Towers, Rover's manager of computer integrated engineering strategy. The company is confident that

In the past, technology was often installed with little thought about users and the organisation

despite some big differences between the sectors (such as the rate of manufacturing output), the consortium will reach agreement on common problems and how to address them. If it does, the next Ecu400m phase will follow, for which Esprit funding will also be sought.

This level of proposed European financial support reflects the scale

and importance of the project. The Commission's proposed total spending on research and development into information and communications technologies (of which AIT is a part) is Ecu3.8bn for 1994-98.

In the main development phase of AIT, the work will be split into individual projects in which selected IT vendors will be involved. The vendors need not be European but if they are to receive Esprit funds, they will be regarded more favourably if they have research and development facilities in Europe.

These IT projects will cover three areas:

- Product and process modelling (for example, the creation of digital mock-ups);
- Simultaneous engineering for the development and manufacture of new products, especially where the development is being carried out at several different sites;
- Production control and logistics support.

By the end of the 1990s, it is expected that many of the new developments will be demonstrable at user sites. Rover is looking forward to the next generation of IT

systems for design and manufacturing. They will have modules specially tailored to the needs of the automotive and aerospace industries, but have the same core.

"One of the benefits of this project is that we can start addressing the necessary organisational and cultural changes that the new systems will require ahead of their implementation," says Towers. "This way we're likely to reap more rewards from the systems."

In the past, technology has often been installed with little thought about users and the organisation. Towers admits that 10 years ago, Rover invested heavily in computer-aided design without a detailed implementation plan. Only recently has it started to re-engineer its business processes and introduce techniques such as team-based, concurrent engineering to make better use of the systems.

One of the biggest problems, however, with existing design, engineering and manufacturing systems, is integrating them so that the information flow from one to the next is fast, reliable and accurate. At the start of important aerospace projects, for example, the partners still invariably specify the use of a common computer-aided design system to overcome the difficulty of exchanging data between different systems.

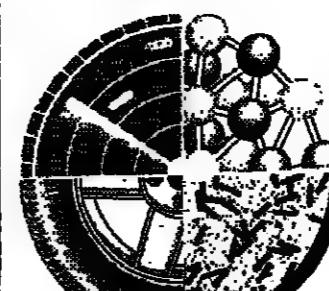
This inability to integrate systems from different vendors is one of the biggest causes of complaints from IT users in the manufacturing sector, according to a report on prospects for computer-integrated manufacturing (Cim) in the European Community produced by consultants Computer Aided Technologies Network (CATN).

User dissatisfaction with software suppliers, the report found, was higher than 26 per cent in some cases. Since a score of 5 per cent is regarded as cause for concern, this is extremely high. While there were few complaints about specific functional solutions, users felt that suppliers lacked the skills, experience and vision to integrate these.

Cultural changes are required by many IT vendors, insists Paul Drath, a consultant with Cambs, the UK partner in CATN; otherwise, they risk losing business in the fast-growing market across all Cim applications. According to the report, manufacturers in the EC will invest Ecu1.7bn in systems integration in 1995 against Ecu970m in 1991.

Spending on all Cim applications - technical (design and engineering systems), process automation, logistics and integration - is expected to rise from Ecu10m to Ecu12bn. The manufacturers want more of this spending to go on satisfying their own needs rather than computer companies' desire to shift their products.

Worth Watching · Della Bradshaw



Bringing home the Beaujolais Nouveau

US military technology combined with British computer expertise helped Lotus cars bring home the Beaujolais this week.

As the race got under way to bring the Beaujolais Nouveau from Lacernas, north of Lyon, to Margate on the UK's south coast, one of the 55 cars carried a notebook PC which had the ability to plug into US military satellites to help navigate.

The Lotus Esprit S4 was equipped with a Carrera Technology notebook PC with navigation software from Nextbase. Trimble Navigation provided the plug-in equipment to enable the Lotus navigator to pinpoint the car's position to within 100m. Carrera Technology: UK, 071 830 0486.

Blue-chip managers need to branch out

The information technology department in Britain's blue-chip companies are failing to serve the rest of the organisation because of their lack of commercial know-how, according to the latest report from Research International, of London.

The report, "The Changing Role of the IT Manager", identifies the need for IT managers to show more business acumen, and the authors believe there is a need for IT managers to become increasingly involved as a consultant in other areas of the business. The authors interviewed IT and non-IT managers in manufacturing, service and public-sector organisations in the UK. Research International: UK, 071 235 1377.

Calling on stronger phone signals

One of the big drawbacks of cordless telephones can be poor

sound quality, which is hard to eliminate because the telephone is usually tuned to a specific channel. But the latest Southwestern Bell cordless telephone, sold by Audiofone, can tune in to one of eight channels, choosing the one with the clearest signal.

The eight-channel selector on the IQ FF800 automatically memorises the three strongest channels. Then if the signal suffers, the caller can select the second-best channel, then the third. The caller is even able to change channels during a call. Audiofone: 0527 584584.

Pin-sized chip tricks thieves

A tiny microchip, just the size of a pinhead, could help police identify stolen vehicles.

Developed by Selectamark Security, of Kent, the Selectatag is programmed with a unique identification code - in the case of a car that could be the chassis number. Once programmed, using a hand-held reading and writing device, the tag cannot be changed without the appropriate authorisation.

If a car is then recovered the police can use the hand-held device to read the number. The tiny chip, which is circled by its own antenna, can be read through glass, wood, plastic and in metal from distances of up to seven inches. Selectamark: UK, 0689 860757.

Getting in step with a softer heel

Walking the city streets is a wearing experience for the fitless, not to mention those with ailments which cause painful joints.

James Taylor, of London, the bespoke shoemaker, has devised a shoe heel which the company believes greatly reduces the shock of heel strike while walking.

The patented heellever heel, which can be fitted to all men's shoes and to ladies' shoes with wider heels, is made from hard-wearing moulded rubber with a semi-circular groove around the back of the heel. In the groove are nine small wedges, or cantilevers, each about half the depth of the groove, which prevent the foot from twisting. As the wearer moves, the air-filled groove acts as a cushion.

James Taylor: UK, 071 835 5917.

PEOPLE

Schroders' young guard advances

It is the turn of two younger men to head the investment banking division at Schroders, as David Challen, who has run that side for the last four years, moves on with effect from April of next year, acquiring the new title of group director of corporate finance. He does not move onto the main board.

"It is a pretty pressurised kind of business," the merchant bank's chief executive Win Bischoff remarks, adding that executives typically run the area for about four or five years in their early to mid 40s. Challen turned 50 this year.

Challen will continue to be responsible for key UK corporate clients, and will also work

on expanding the group's Far Eastern business.

In a surprise move that sees corporate finance director Gerry Grimstone passed over in this round of promotions, 41-year-old Will Samuel and 48-year-old Derek Netherton become joint heads of the investment banking division.

The splitting of the job reflects the overall growth of business and the gathering importance of continental Europe.

The division will now be managed by an executive committee, on which will sit, in addition to Netherton and Samuel, Richard Broadbent, John Reynolds and Robert Swannell.

Non-executive appointments

■ Richard Scholes, below left, a director of Kleinwort Benson Securities at BRITISH VITA.

■ Rhidian Jones, below right, a partner with Turner Kenneth Brown at BRITANNIA BUILDING SOCIETY.

■ Hamish Bryce, chief executive of THORN LIGHTING.

■ HENDERSON STRATA INVESTMENTS.

■ Sang Hyuk Park at KOREA ASIA FUND.

■ Christopher Mack, former

director of Christian Salvesen, at EUROPEAN COLOUR.

■ Daniel Bejarano, executive chairman of P.D.E.S. Holdings, at CAPITAL INDUSTRIES.

■ John Constantine as deputy chairman at TRIPLEX LLOYD.

■ John West has resigned from BRIDON because of continuing ill health.

■ James Miller, chairman of The Miller Group, and Bill Morrison, recently retired deputy senior partner of KPMG Peat Marwick, at BANK OF SCOTLAND.

■ Peter Cawdron, group strategy development director at Grand Met, at COMPASS.

■ Alastair Dempster as chairman of TSB GILT FUND on the resignation of Michael Ramsay.

■ Robert Jordan, chairman of Philip Harris and former chief executive of Foseco, at FABER PREST.

■ Ian Barlow, 42, plans to get his fellow partners out on the road to boost their profile, in his new role as head of tax at KPMG Peat Marwick, one of the new senior team at the UK's second-largest accountancy firm.

He intends developing a strong marketing strategy and is considering ways of exploiting the growing trend towards self-assessment in tax returns.

He also wants to explore means of using the "balanced scorecard", the management technique to measure business performance using a variety of indicators, which he helped introduce to the firm.

Roger White, his predecessor

Stone sinks from Owners Abroad

The departure of the old guard at travel group Owners Abroad continues with the news yesterday that Geoffrey Stone, the finance director, has resigned with immediate effect.

Callers to his office at the group's headquarters were told that he had already left. He could not be reached for comment.

Stone's departure caused few ripples in the travel industry. Two other senior figures had already left earlier this year; Howard Klein, chairman, and Roger Allard, managing director, announced their resignations last July after warning that profits this year would be half market expectations.

One industry observer says

Tax man scores at accountancy firm

Ian Barlow, 42, remains senior UK partner and chairman of firm's international tax committee, but will increasingly concentrate on professional indemnity work at KPMG.

Barlow will take responsibility for strategy, management and other executive functions. He has a degree in engineering sciences from Cambridge University, and is a chartered accountant with the Institutes in both England & Wales and Canada.

Finance partner for the firm's south east region in 1991-93, he first joined in 1973 and became a partner in 1986. His tax clients have included Granada Group, MFI Furniture Group, Nestle and Ratners.

Barlow will take responsibility for strategy, management and other executive functions. Interviews are currently taking place for a new group finance director after the resignation of Graham Rider last month. Storehouse expects that an appointment will be made in the new year.

Storehouse is also looking for a new property director - another function that has been fulfilled recently by Steve Bedford - to speed up its store opening programme.

Tague travels onwards with Storehouse group

Retail group Storehouse accompanied its interim results yesterday with the news that it had finally appointed Stephen Tague, currently trading director of Alders department stores, as store operations director of BHs.

Tague, 33, is the first permanent appointee to the post since Ann Iverson moved across

ARTS

Concert
Jansons
and the St
Petersburg
Philharmonic

The search for hard currency keeps Russian musicians on the road. It is remarkable to think back a decade to a time when the great Russian opera companies of the Bolshoi and the Kirov were virtually unknown in Britain, whereas now their work is the most familiar here of all foreign companies.

To see the St Petersburg Philharmonic again – Russia's single indisputably great orchestra – is like embracing a close friend after a brief absence. Hardly any British musical venue of importance has failed to welcome it at some point over the last few years: the Proms, the Edinburgh Festival, Symphony Hall in Birmingham – they have visited them all. This was the orchestra's second visit to the Barbican this year alone. Further concerts in 1993 are already planned.

Overkill, perhaps? No, one never tires of playing at this level and with this individuality of character, the latter always the sign of a aristocrat among orchestras. Such a description might once have seemed incongruous. On record in the 1960s and '70s (those raw Russian Melodiya recordings) the orchestra was recognised by its virtuosity and brassy force, a somewhat brash alloy. Now that we have come to know the orchestra in the flesh, the sound seems quite different.

At the Barbican it comes across as unexpectedly cultured. Berlioz's *Romeo and Juliet* was sharp and detailed, but also well balanced, no overplaying from the brass. The smoky, luxuriantness of divided strings in Rachmaninov's *Symphonic Dances* came from the exemplary blend of parts. In all this I assume the players had an influence, as the conductor Mariss Jansons has on occasion allowed other orchestras (notably the Royal Concertgebouw) to be too loud in this hall.

In Sibelius's Violin Concerto the interplay between soloist and orchestra was perfectly judged. Maxim Vengerov does not have a particularly big sound (Anne-Sophie Mutter, in this same concerto recently, was prodigious with tone and colour by comparison) but he feels the music from the inside, knows how to shape a phrase, give character and meaning to everything he plays. It was a performance that kept eyes and ears on alert.

From Jansons himself one expects nothing less. For decisiveness there is no conductor today to touch him. Every rhythm in the Rachmaninov was absolutely exact, clipped into place or punched out, as the occasion demanded. The athletic leap in the air that he does on the last chord of each piece only added to the dance-like quality of the playing – a thrilling, dynamic performance that would be difficult to beat. Electricity sizzles from the tips of this man's fingers.

Richard Fairman

BOSTON
ORCHESTRA

As part of celebrations marking his 20th anniversary as music director, Seiji Ozawa brings the Boston Symphony Orchestra on a tour of Europe next month. Sponsored by NEC Corporation, the tour opens in London (Dec 4), followed by Paris (Dec 5, 6), Madrid (Dec 8, 9), Vienna (Dec 11, 12), Milan (Dec 13), Munich (Dec 14) and Prague (Dec 16). The programmes in London and Paris are devoted to music by Berlioz – with one of the parts concert taking the form of a tribute to Charles Munch, the orchestra's chief conductor from 1949 to 1982. Thereafter, most of the programmes are made up of Beethoven's Second Symphony and Mahler's Fourth, with soprano soloist Barbara Bonney. One of the Madrid concerts includes a Double Bass Concerto by 18th century Bohemian composer Johann Baptist Venthel, with the orchestra's principal bass Edwin

Face lift for Portrait gallery

William Packer visits the new Wolfson gallery's inaugural show at the NPG

Reports of the death of the portrait are greatly exaggerated. The works now on view at the inaugural show in the new Wolfson Gallery of the National Portrait Gallery offer proof of non-extinction. But are they any good? That is another question.

The exhibition, called *The Portrait Now*, celebrates the conclusion of almost two decades of discussion about the development of the gallery and includes works from around the world produced since about 1970. It represents an attempt by the gallery to do the most natural thing in the world after a major refurbishment – to show off, drawing on its own and other public and private collections. Unfortunately, however, it offers rather more than it delivers – the parts being greater than the sum, although it also offers a chance to see the great improvements made to the gallery itself.

About £2m was raised from private charitable funds, trusts and individual benefactors, to which the government added a further £4m for the expansion of the gallery. Founded in 1856 as the first purpose-built portrait gallery in the world, then NPG had long out-grown itself. Throughout the 1980s there was talk of moves and extensions, as opportunities came and went, but at last, in 1988, the issue was resolved by the acquisition of the premises across the road from the Gallery.

The new site houses a new Archive and Library (funded by the Drue Heinz Foundation), and a new

Conservation Studio (Headley Trust) and gallery offices. In the main building, the old basement has been converted into an Education Centre (Baring Foundation, Pilgrim Trust, Marks & Spencer), Studio (Clare Foundation) and Darkroom.

The most evident change, however, is to the old Level 1 where the offices and boardroom were, which is now remodelled and made over entirely to the display of the 20th century collection, photography, and temporary exhibitions. The new entrance on the corner of Orange Street at last affords proper access for the disabled (Hayward, and Sports & Arts Foundations).

The temporary exhibitions gallery has been used for this inaugural exhibition. It shows that, whatever may have been said about the demise of portrait painting, the human presence and identity will always be a fit subject for the artist, no matter whether or not he sets himself up as Portrait Painter complete with brass plate on the studio door. But does portrait painting have any vitality left in the late 20th century? The evidence of this selection is that so many of those artists who achieved international fame and fortune in this late period are simply not very good. While the roll call sounds impressive – Baselitz, Penck, Fetting, Schnabel, Clemente, Salle, Bevan, Hamilton... need I go on? – too often the works are less so.

It is one thing to indicate a human face or figure, quite another to resolve it to the point of invoking a

unique identity. Such particularity is not necessarily a matter of long and detailed scrutiny, for much may be achieved quickly and with little. Here Bacon and Auerbach, and the less well-known Stephen Fisher and Tom Wood, all show works in which the face, the presence, is not so much described as conjured out of the paint. From the Baselitzes and Schnabels we have only infinite indulgence. The less well-known, and those more modest in the face of the task they have taken, on infinitely the more successful and supply the chief pleasures of the show.

Sara Raphael's Gary Sober is comparatively tiny and densely worked, but none the less powerful and monumental for that. She is as good a portraitist as any we have. Michael Andrews (Serena), Tai-Shan Schierenberg (John Mortimer), John Wonnacott (Jan with Renown IV), Peter Edwards (Seamus Heaney), Avigdor Arikha (Lord Home) all show distinguished works, and Glens Barton's ceramic bust of Jean Muir is the outstanding sculpture, so deceptively simple, and so profound. The portrait is alive and well after all.

The re-display of the later 20th century collections is a wonderful relief after the cramped regime of recent years. The hang is now, if anything, over-spacious, but a little such self-indulgence quite forgivable for the moment. The arrangement is more or less by category of sister-politicos, clerics, artists, scientists and so on – and inevitably wonder-

fully intriguing in its conjunctions, for it is in the very nature of the collection that the aesthetic quality of the work in question is not always, or even, a consideration. One gratifying quality, however, is the way in which the long-term benefit of the annual Portrait Award, sponsored first by John Player and now by BP, is becoming ever more apparent, as its commissions come in to strengthen the collections.

Several of the rooms have been specially endowed, including the Kaye Gallery for science and technology and the Portraiture Gallery, which is to be given over to recent acquisitions and commissions. The latest include Lord Annan carved by Glynn Williams, Lord Whitelaw by Humphrey Ocean and the Rev Chad Varah by Sara Raphael. The Photography Gallery has been funded by the Elm Trust, and is kicking off with *The NPG Collects* (sponsored by British Gas), a prime selection of recently acquired images from the 1930s to the present day, from Paul Tanqueray to Helmut Newton, and, as subjects, from Evelyn Waugh to French and Saunders.

Dr John Hayes, who has been its director since 1974, retires at the New Year. The present state of the National Portrait Gallery, at last full of works of art and full, too, of life, is a worthy tribute to him and a magnificent legacy to his successor.

The Portrait Now: The National Portrait Gallery, St Martin's Place WC2, until February 6.



Glens Barton's ceramic bust of Jean Muir

Opera in Stuttgart and New York

Zender's 'Don Quijote'

"Happy New Year". The greeting comes from the 55-year old German conductor-composer Hans Zender, an increasingly vociferous member of his country's musical avant-garde. As the title of a book of recent essays, it represents not just his disillusionment with traditional forms of opera, but his desire to set music on a radical new course.

Zender's first opera – heavily influenced by his mentor Bernd Alois Zimmermann – was *Stephen Crimz* (1986), in which two separate plots unfold simultaneously. Now comes *Don Quijote de la Mancha*, in which Zender isolates five components of opera – speech, song, instrumental music, action and scenery – and subjects them to the maximum number of permutations. The result is "31 theatrical adventures", premiered at the Württemberg State Theatre in Stuttgart and already scheduled for a second staging at the 1993 Salzburg Festival.

This is deconstruction writ large. The 31 scenes unfold like revue sketches, each lasting three to six minutes – except the 16-minute finale to the first half, the only scene

in which all five components come together. You have speech without song or action, sound without scenery, action without sound, scenery alone – and so on. Zender gives precise instructions on decor, gesture, timing and rhythm, but says the order and number of scenes can be changed. The only *leitmotif* is Cervantes' eccentric, flamboyant knight, who emerges as little more than a comic cartoon-strip character.

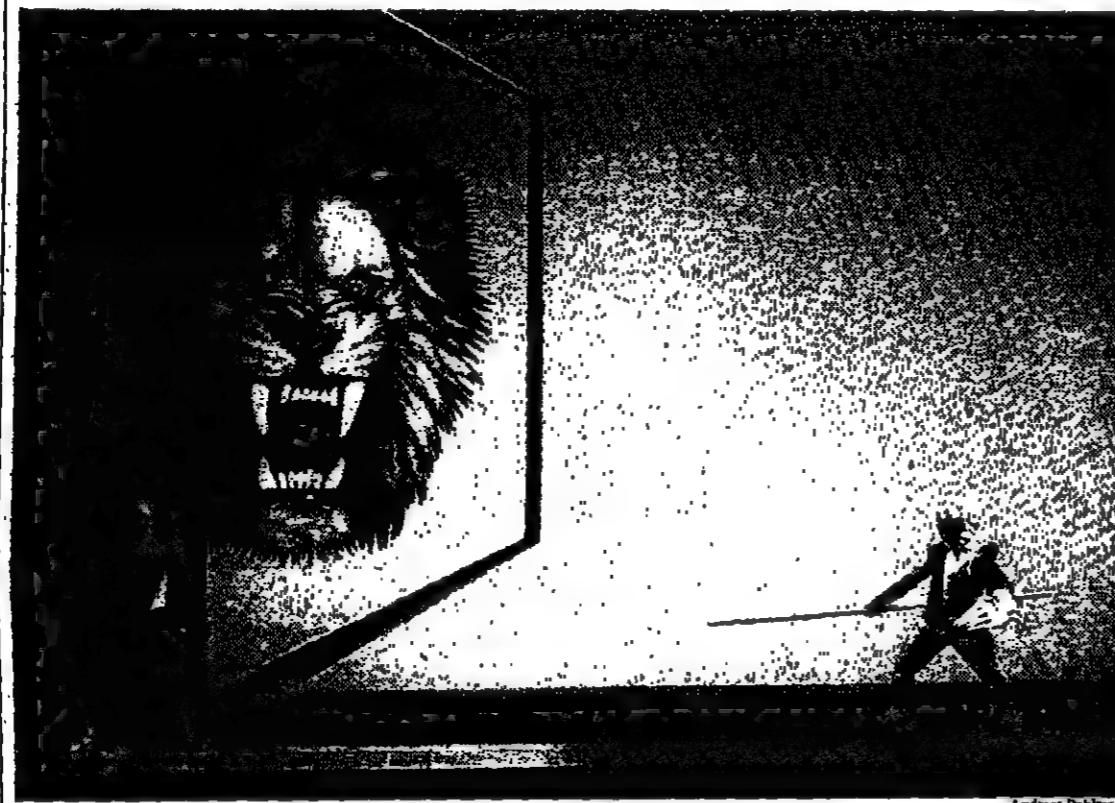
As just one of five equal components, the music is marginalised. It is most effective at its most conventional, as in the flurry of staccato trumpet and horn calls accompanying the windmill scenes. Elsewhere, Zender's serialism is unrelentingly arid and cool. Voices – including three "readers" – often swamp each other. To sustain interest, the piece relies on visual variety, requiring spans of concentration no longer than a pop video programme.

But in contrast to today's pop videos, *Don Quijote de la Mancha* is all intellect and no feeling. Content is secondary to technique; unity and harmony are replaced by bloodless dissection; art is reduced to a mathe-

matical formula. We have been up the same cul-de-sac before – with Cage's *Europaea* among others. Such experiments, aimed at shaping the future of opera on a super-rational basis rather than organically, serve only to trivialise the human and technical resources of a traditional opera house.

Don Quijote might have more to say in a production showing less respect for theatrical norms. The Stuttgart producer and designer Axel Manthey made no attempt to break the barrier between stage and auditorium, relying instead on a few electronic sound-effects and a sequence of eye-catching stage pictures inspired by Pop Art. Some of the action had a Pythonesque touch, as when Don Quixote and Sancho Panza tried obsessively to duel with their shadows. David Pittman-Jennings and Dieter Bunschuh made a heroic leading pair, backed by 16 other singers and a small orchestra under Bernhard Koutzky. None of their efforts could mask the work's blatant tedium.

Andrew Clark



The knight and the lion: scene from 'Don Quijote de la Mancha' in Stuttgart

Obituary

Lucia Popp

moved from a youthful debut (1963) at Bratislava to permanent engagement in Vienna, and thence to the most important international stages. As her voice filled out, the coloratura soubrettes were abandoned and it was as an exponent of the Mozart-Garden casting for 22 years) or concert hall, she made herself known across the globe as one of the warmest and most endearing of musical performers, with a voice, face and stage personality to match.

Czech-born, with a full, clean, slightly high soprano that initially allowed her to draw notice as Mozart's Queen of Night, she quickly

hampered in the later stages of her stage career by hip problems, her dignity and communicativeness were left unscathed.

Popp also blossomed into a recitalist who could grip an audience with her powers of narrative, charm them with a simple lyric or comic portrait, and transport them willingly into territories (Czech, Hungarian and Russian song) beyond the confines of the safe, predictable *Liederabend*. Many records remain to show the breadth of her range as well as the more familiar qualities of her art.

With maturity came a range of more weighty, serious characters (Strauss's Arabella and Marschallin, even Wagner's Eva and Elsa), to whom she responded with the depth and naturalness of feeling that was her special characteristic. Though

Max Loppert

David Pountney's production at the London Coliseum taught us that *Rusalka* is a white opera set in a Victorian nursery; at the Met it looks rather different. The company has taken over from Vienna and Houston a version by set designer Gunther Schneider-Siemssen and director Otto Schenk. The stage looks vaguely Arthur Rackham-ish, though with all the poetry dissipated by the colouring and the 3D enlargement. There is a good deal of floundering about in gaudy costumes, and a good deal of rising up from or descending into a pool of glittering plastic. With bumpy follow-spots that emphasize the staginess, this is not a pretty show to look at.

Nor does it sound pretty. John

Flore, who conducts, does so brashly, so that one hears the broad strokes Dvorak borrowed from Wagner, not the delicacy he supplied himself. The unfortunate score is made to appear pretentious, exerting itself in directions it cannot pursue.

Through one can well understand that when the conductor has to spend three long acts looking at heavy Slavic twilights on stage.

Unhelped by conductor, director or designer, the cast are doomed souls, except for those who use a bit of vigorous character-acting. Among the latter are Wendy White as the arms-akimbo Kitchen Boy, and Dolora Zajick and Sergei Koptchak, whose performances as Ježibaba and the Water-Gnome are strongly drawn. Janis Martin is the Foreign

Princess, is not in good voice, and Nelli Rosenblum never seems a likely Prince. At the opening performance he was in trouble from the start, weak and wayward in pitch, and in the closing scene he almost disappeared from hearing.

Gabriela Botičáková in the title role offers much pleasure, but not quite enough. The coquettishness in her singing, though lovely, is too material for a water spirit, and the voice grazes itself when it has to touch to the bottom note or two. She is at her best in the song to the moon, which this ramshackle production leaves standing as a solitary set-piece. All the rest – two and a half acts of it – seems, at best, unnecessary.

Paul Griffiths

A Rackham-ish 'Rusalka' at the Met

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Paul Griffiths

EXHIBITIONS GUIDE

AMSTERDAM

Rijksmuseum The Ottens Atlas. Ends Jan 30. Closed Mon

BERLIN

Martin-Gropius-Bau Japan and Europe 1543-1929. Ends Dec 12. Closed Mon

BRUSSELS

Musée d'Art et d'Histoire

Bruxelles From Giorgione to

to Tiepolo. Ends Dec 12. Closed

Mon (7/1) rue Jean Van Volsem, 101

511 904)

DUBLIN

National Gallery Caravaggio's

Christ taken into captivity (1602):

the painting which hung in an Irish

religious college until three years

ago. Ends Dec 13. Closed Tues and

Wednesday. Ends Jan 20. Closed

Mon

EDINBURGH

National Gallery of Scotland

Treasures from the Meedag

Collection: 50 key works by

members of the Hague and

Barbizon Schools, as well as Corot,

Delaereux and Dauzats, on loan

from the Meedag Museum in The

Hague. Ends Feb 7. Prints of the

FINANCIAL TIMES

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Time to raise, a time to cut

ONE MIGHT have expected the Organisation for Economic Co-operation and Development to have cleared clear of the dangerous world of macroeconomic forecasting and short-term policy advice. Its recent forecasting record has been far from impressive, while the world economy seems peculiarly unpredictable at present. Yet, undaunted by past difficulties, the OECD has once more stuck its neck out, using this year's annual report on the US economy to advocate a pre-emptive increase in US interest rates before the end of this year and a two-point increase by the end of 1994.

Is the threat of inflation in America's seemingly sluggish economy really that alarming? US administration officials, buoyed up by Mr Clinton's victory on Nafta, will be disinclined to take the advice seriously. For, as the OECD itself points out, America's two-year old recovery has so far occurred at half the rate of the average of the previous five. The OECD expects growth next year to rise to 3 per cent, half the pace of a normal US rebound. Domestic inflation, measured by the GDP deflator, is actually expected to fall from 2.6 per cent this year to 2.3 per cent next.

But might the OECD have a point? The lags in US monetary policy are long and unpredictable, while US short-term interest rates are unusually low for this stage of a recovery - three month money market rates - adjusted for inflation are hardly positive. If Mr Greenspan, chairman of the board of the US Federal Reserve, wants to bear an upsurge in inflationary expectations, he must be prepared to move at the first sign that expectations are rising.

While the recovery may be sluggish, there have been clear signs of acceleration in recent months: manufacturing output rose 4.4 per cent in the year to October, retail

Africa's axis

THE NEWS from Nigeria and South Africa dramatically illustrates the delicate balance between crisis and recovery in Africa. The army reassess their in Nigeria and General Sani Abacha removes the country's civilian head of state on the very day democracy wins in South Africa. Both events have profound importance for the two countries, but their significance is broader.

If sub-Saharan Africa is to recover from the disastrous post-independence era, it needs to co-ordinate its efforts and find common interests - whether breaking down internal trade barriers or tackling shared concerns, such as the continent's external debt burden and the need to promote Africa's cause in a more competitive world than created newly independent states some three decades ago.

Apartheid's end opens up the prospect of a Pretoria-Abuja axis, linking sub-Saharan Africa's two heavyweights, able to play such a co-ordinating role putting life into the Organisation of African Unity or presenting Africa's case at the United Nations.

Yesterday's effective deposing of Chief Ernest Shonekan, a former businessman who was attempting to revive a lapsed economic reform programme, is likely to prove not only a setback to Nigeria's prospects for democracy and growth. As one political crisis

sales were 6.3 per cent higher and house prices are accelerating. Economic growth is, as a result, expected to be above an annual rate of 3.5 per cent this quarter, compared to only 1.3 per cent in the first half of the year.

Yet so far, there is little evidence to suggest that inflationary pressures are building. Long-term interest rates have risen slightly recently but remain low by historic standards. Credit growth is sluggish, wage inflation is subdued and unemployment high for this stage of the cycle. The annual rate of consumer price inflation did rise 0.1 percentage points to 2.8 per cent in October, but producer prices fell 0.2 per cent.

In short, the case for an immediate increase in US rates is hardly compelling. As the OECD also points out, there are a number of reasons to think that growth may remain slow next year. These include the burden of outstanding debt in the personal sector, next year's tax increases, defence cuts, and continued slow growth in US export markets.

If slow growth remains the immediate problem, the same is doubly so for Britain. The UK economy has grown by a mere 2 per cent since the trough of the recession at the beginning of 1992, less than a third of the US rebound after a much deeper recession. Unemployment is falling, but other labour market indicators - wages, vacancies and employment - all suggest that deflationary pressures remain strong. Inflation is both low and falling, and UK short-term real interest rates are not only above 4 per cent but actually higher than they were a year ago.

Mr Greenspan can afford to wait before raising rates. Assuming that the British chancellor is prepared to tighten fiscal policy in his forthcoming budget, Mr Greenspan's British counterparts at the Bank of England can safely cut.

Most of the Democrats who sustained Mr Clinton over the budget deserted him over Nafta. A majority of the Republicans, who voted as a bloc against the budget because of its tax increases, supported him on Nafta. Already on healthcare there are more glimmers of an alliance between the White House and moderate Republicans than with conservative Democrats. Liberal members of the president's own party some

follows another, the country's economy declines further. The northern partner in Africa's potential axis is becoming an increasingly enfeebled giant, governed by generals from the ranks of a corrupt, politicised army.

Mr Shonekan, who was forced to resign, did not enjoy a legitimate claim to be head of state. If any one can make that claim it is Chief Moshood Abiola, victor of the annulled presidential poll last June. Yet even that process was a dubious exercise in democracy. Would-be presidential candidates were banned, and only two government-created parties were permitted to campaign.

But the army's decision to abort the poll and extend Chief Shonekan's term in office had less to do with democracy than a reluctance to surrender power. Although General Ibrahim Babangida, who seized power in 1985, stood down, Gen Abacha took his place, albeit in the background. He now has to explain why he has taken centre stage. He has no viable new economic strategy to offer, for there is no alternative to the one pursued by Chief Shonekan. If Gen Abacha proclaims that he is at heart a democrat, President F W de Klerk and Mr Nelson Mandela have shown there are better ways of demonstrating it. Only when Nigeria takes South Africa's route can their potential partnership become a reality.

Monkey business

THE MOST controversial aspect of yesterday's largelyodyne Queen's Speech may turn out to be its deregulation bill. Cutting red tape is important if business is to flourish. But repealing regulations, particularly those covering sensitive matters such as health and safety, could run into a host of difficulties. The GMB union has already condemned the deregulation initiative as giving business the "freedom to kill".

It is therefore perhaps not surprising that ministers apparently intend to take so-called Henry VIII powers to scrap regulations without having to debate each change endlessly in the House of Commons. Mr Neil Hamilton, the rambunctious junior industry minister in charge of the deregulation initiative, says: "We are planning to clear out the accumulated dross of a number of bills without seeking primary legislation which would clog up parliament."

Mr Hamilton, who describes himself as Mr Michael Heseltine's chief monkey, is to be commanded for his enthusiasm. But his apparent desire to sweep away regulations with only scant reference to parliament is more questionable. It is not just that anything which smacks of rule by decree would in principle be objectionable. Ramming through deregulation in sensitive areas without effective par-

The spinmeisters are having a field day now that Nafta is over and won. President Bill Clinton's fans say he alone pulled it off, demonstrating toughness with his own Democratic party, persuasiveness in argument and shrewd tactical sense in understanding that this was a victory that could only be gained late in the day. He displayed, they said, the sort of resilience against all odds that characterised his election campaign and this means broad uplifts ahead, even in the Washington political swamp.

His detractors are dismissive, saying he was too slow to realise that Nafta might lose, bought it with give-away deals, was bailed out by his vice-president, Al Gore, conqueror of Ross Perot in televised debate, and only survived on the backs of a Republican vote he can never again take for granted.

The truth is an amalgam of some of the above, and more besides. Perhaps the most objective assessment has come, surprisingly, from Senator Bob Dole, the Republican leader, a Nafta supporter but normally the partisan of politicians.

"I have to say I am impressed," he said hours before the House voted but when victory seemed assured. "I had my doubts but it has become clear that he understands it is important to win and he has not just stuck with it but fought hard and realised what would happen to his presidency if he failed."

The same could have been said

Clinton still does not command the heights of respect that his record might seem to warrant

for the budget battle in July and will doubtless be said again when health care reform comes to congressional crunch next year. The Clinton presidency, it seems, is destined to live or die on a handful of hard-won votes. It may be a run way to run a railroad but from Tokyo to Paris these are the tracks on which democratic governments are now consigned to run.

The clear lesson from Nafta, certain to be duplicated over health care, is the extent to which most of the tough domestic issues, taxation only partly excepted, cut completely across party lines. Success or failure depends on amassing a series of shifting coalitions, often with unlikely bedfellows.

One of the more fascinating spectacles of the past two weeks has been the performance of Congressman Newt Gingrich of Georgia, the chief Republican attack dog and almost certain to be its next leader in the House. Not only was he seen co-operating closely with President Clinton, a prospect once considered unthinkable, but he was even nice to some of his less conservative colleagues. He also delivered the goods, in the shape of 122 Republi-

cans to bring him into the majority, especially since it came up short.

Divisions in the Republican party, contemplating a ferocious contest for the 1996 presidential nomination, are perhaps more profound now that the Cold War no longer provides cohesion. Jack Kemp, who probably will run, and Pat Buchanan, who says he will not again, slugged it out on TV this week offering two very different visions of what the party should look like - and both come from its right wing.

can votes for Nafta. It is a larger question, however, if this bipartisan approach will extend to other issues, above all healthcare.

A clear loser in Nafta was Ross Perot, increasingly perceived as not only just another politician but also a most bad-tempered one. Both parties, especially Republicans, will be relieved at this, but the well of discontent he tapped last year as yet

unable to command the heights of respect that his record might seem to warrant. This month's off-year elections showed no regard.

Polls this week, admittedly taken before the vote, put his approval rating at generally below 50 per cent. This is the lowest of any president after nearly a year except, curiously, Mr Reagan. Since Nafta seemed so dimly understood by most Americans there is no assumption that Clinton will get a lasting bounce up again. His poll standing seems to rise most when little is happening - as in the summer.

In a TV interview this week, Mr Clinton was typically philosophical. "Any time you try to change as many things as we do, you put yourself on the line. But that's the kind of person I am. I didn't run for president to husband my popularity or to be very limited in my aspirations."

What he might have learned from this struggle, though, is a lesson in the power of his office. All along, even when it appeared well ahead, the anti-Nafta coalition confessed a fear of what might happen if Mr Clinton woke up to this fact, not simply because of the patronage at his disposal but also because of the force of argument he could bring to bear.

He had been pondering this, too, though for non-trade reasons. A few weeks ago, he held a White House dinner for a small group of intellectuals, including William Julius Wilson, the black sociologist from the University of Chicago. Their advice was the imperative of using the presidency once again as a "bully pulpit", as Theodore Roosevelt once effectively used it.

Thus, last weekend, at Rev Martin Luther King's old church in Memphis, Mr Clinton delivered a powerful sermon on crime and on the responsibilities of black citizens to arrest the decay of their families and communities. Dr Wilson probably was nodding in approval.

It is a far cry from this message to the legislative complexities of anti-crime legislation and healthcare. Some White House officials already think Mr Clinton spreads himself in public too thinly, others want him to impose himself on the political culture. Both seem difficult to achieve, given his intellectual and political eclecticism.

Meanwhile, business will go on. Nafta digested and the instant spin spun out, it will be back to health care, Bosnia and Haiti, a possible Cabinet reshuffle, a balanced budget agreement, Apec in Seattle, Nato in Brussels and Yeltsin in Moscow. At least the foreigners now have reason to be impressed.

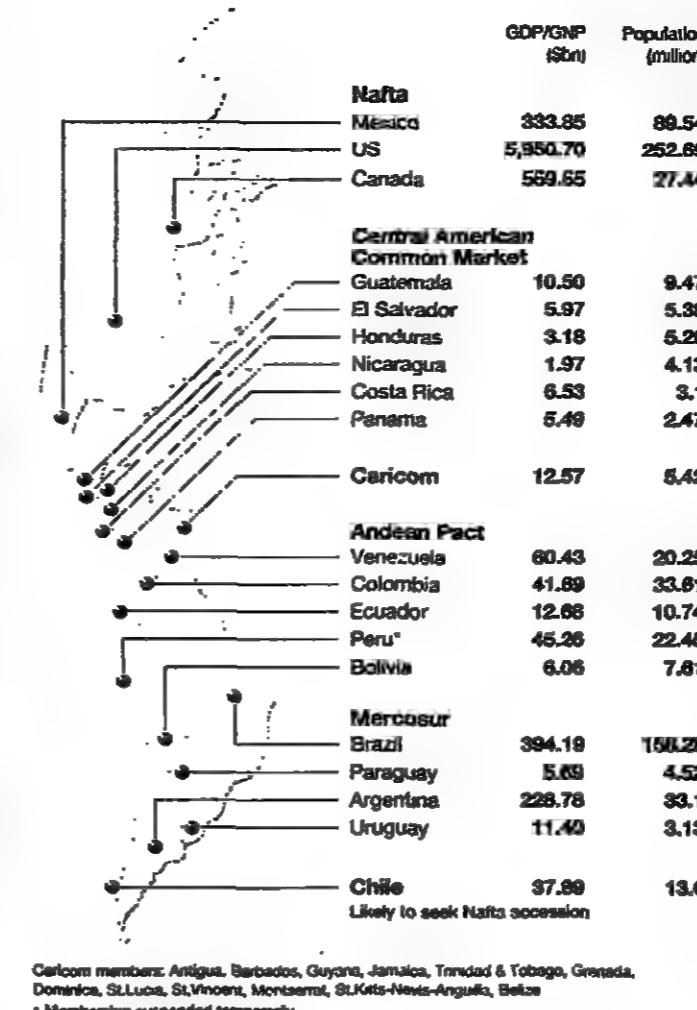
tion strategy which has brought annual inflation down to single digits, but which has led to an exchange rate appreciation in real terms. Brazil's projected inflation rate this year is about 2,000 per cent and the government has been keeping the exchange rate competitive to encourage exports. The result has been a widening trade gap in Brazil's favour. Brazil now exports to its southern neighbour twice what it imports.

The Andean Pact - grouping Venezuela, Colombia, Peru, Ecuador and Bolivia - in September 1992 set up the developing world's first customs union. But not before Peru "temporarily" pulled out, citing in part the competitive advantages that cheap energy offered to industries, particularly in Venezuela. The Central American Common Market has been hindered by Costa Rica's objections to moving closer to its neighbours.

Despite such obstacles, Latin America is unlikely to give up on integration. "We have to follow a two-track process: fighting for a multilateral trade system but building our bargaining power in case the industrialised countries abandon their commitment to Gatt," said Mr Foxley.

Another one under his belt

Hemispheric trade zone? Nafta sets the pace



Where trade winds blow

Stephen Fidler on Latin America's steps toward integration

rivalries with their neighbours.

So, as the industrialised world has had cold feet over free trade, Latin America has embraced it, unilaterally cutting tariffs to the outside world and its neighbours. Whereas in 1985 the average tariff level in Latin America was 56 per cent, in 1992 it was 18 per cent.

Trade in the region - traditionally low because of high tariffs, import barriers and poor communications - has rocketed. The value of trade among Latin American countries jumped 28 per cent in 1992, reaching a record \$19.4bn, following a 24 per cent rise in 1991.

This is already evidence of de facto economic integration. What is less clear is how the formal process of economic integration in the hemisphere will be advanced.

For the US, the idea that in a world of trade blocs it can depend solely on the western hemisphere is a main area of economic influence it is far-fetched, as Mr Clinton's talks this week with Asian leaders

in Seattle suggest. The US economy is five times larger than all of Latin America's combined GDP of \$1,250bn.

Some observers also now believe that the idea of the US as the centre of a hemispheric integration effort has been weakened by the process of passing Nafta. "The Nafta vote has advanced Latin American integration, but not hemispheric integration," said Mr Wolf Grabendorff, head of the Institute for European Latin American Relations in Madrid. The political capital spent by the Clinton administration in securing its passage through the House of Representatives could make it unwilling to pursue further free-trade deals in Latin America for some years.

Questions have also been raised about the benefits of free-trade agreements with the US to most Latin American countries. A 1992 study by two World Bank economists found the only Latin American countries to make significant

trade gains from agreements with the US would be Mexico and Brazil.

For the other countries, the main benefit would flow from increased investment and insurance from unilateral trade measures taken by the US.

Mr Alejandro Foxley, the Chilean finance minister, said yesterday he had been assured two weeks ago by Mr Clinton in New York that Chile would be the next on the US free-trade agenda, but there was no rush to reach a deal. US officials have also cited Argentina and Venezuela in that order as those most likely to follow Chile.

Even though he has kept Chile out of the main South American free trade area, Mr Foxley said Latin countries should seek greater economic co-operation to deepen integration within Latin America.

Poorly co-ordinated economic policies in regional groupings have led to friction, for instance, between Brazil and Argentina. Argentina is pursuing an anti-infla-

tion strategy which has brought annual inflation down to single digits, but which has led to an exchange rate appreciation in real terms. Brazil's projected inflation rate this year is about 2,000 per cent and the government has been keeping the exchange rate competitive to encourage exports. The result has been a widening trade gap in Brazil's favour. Brazil now exports to its southern neighbour twice what it imports.

Despite such obstacles, Latin America is unlikely to give up on integration. "We have to follow a two-track process: fighting for a multilateral trade system but building our bargaining power in case the industrialised countries abandon their commitment to Gatt," said Mr Foxley.

Yesterday its own annual report won the Price Waterhouse award for the best annual report produced by a government agency. And the bad news? Accepting the award, Companies House chief executive David Durham ruefully acknowledged his report would not have been acceptable if submitted by one of his customers. If lacked the auditor's signature - the most common reason his agency rejects accounts submitted.

Don't laugh

■ And well done to Price Waterhouse itself for its Budget Christmas cracker which had landed on Observer's desk. Instead of the usual weak jokes, such as why couldn't the leopard escape from the zoo? (answer, because he was spotted), PW's tax specialists have filled the cracker with famous sayings from Tory chancellors. Bound to raise a few titters are: "Henceforth a zero PSBR will be the norm" (Nigel Lawson, March 1988); "We are likely to see the temporary re-emergence of a public sector borrowing requirement" (Norman Lamont, March 1991). However, Observer's favourite is Anthony Barber's observation in his 1972 budget that VAT has been "deliberately designed with the interests of low income families in mind".

Hope this little cracker doesn't jeopardise PW's chances of winning any more juicy privatisations.

Ah, the whiff of cordite among the shopping trolleys...

Noblesse oblige

■ Now that universities and colleges are almost as preoccupied with fund-raising as they are with learning, it was inevitable that someone would publish a book measuring their comparative financial performances.

Thus we have the somewhat pricey - £125 a copy - Higher Education Financial Yearbook, the work of Noble & Co, the small Edinburgh issuing house, which has produced it with the Times Higher Education Supplement.

Noble & Co compiled its data base on higher education through giving colleges financial advice and running business expansion schemes for student accommodation.

The company has always been one of the most imaginative of the small Edinburgh finance houses. It was founded in 1980 by Sir Iain Noble, who earlier launched the Edinburgh merchant bank Noble Grossart with Angus Grossart. The chief executive is Sir Iain's brother Tim.

Sign here

■ Good and bad tidings for Companies House, the repository of 1m sets of company reports and accounts every year.

Oiling wheels of research

■ There will be knowing smiles at BP headquarters at the news, expected today, that Sir John Cadogan, who retired last year as BP's research director, is to be director general of Research Councils - the key job in the government's new structure

Brussels warns impasse will damage both industry and the new union Italy rejects EU steel compromise

By Andrew Hill in Brussels,
Robert Graham in Rome and
Ariane Gerillard in Bonn

A POLITICAL row between Italy and the European Commission over restructuring the west European steel industry erupted into the open last night when a meeting of European Union industry ministers broke up in acrimony and disarray.

The Italian industry minister, Mr Paolo Savona, rejected a compromise deal on subsidies and capacity cuts at Ilva, the loss-making state steelmaker, put forward by the Commission.

Senior commissioners and the Belgian presidency of the EU warned that the impasse would have highly damaging repercussions not only for the ailing Brussels summit on December 10.

The Commission and EU presidency also claimed that Italy's

Mr Martin Bangemann, industry commissioner, said it was a "black day" for the EU, and Mr Melchior Wathelet, Belgian industry minister, who chaired the meeting, said the outcome did not bode well for the relationship between the Union's institutions.

Mr Wathelet said he would only call a follow-up meeting of ministers, on December 17, if there was a chance of a deal.

Mr Savona, who was in frequent telephone contact with the Italian prime minister during the meeting, denied that Italy was being inflexible. But its passionate opposition to Commission proposals to cut capacity at Ilva by 2m tonnes is almost certain to be discussed, at least informally, when EU leaders meet for the Brussels summit on December 10.

The Commission and EU presidency also claimed that Italy's

intransigence had prompted other ministers to unearth their objections to specific proposals, when agreement on an overall restructuring of the Union's state-owned steel producers had not been well for the relationship between the Union's institutions.

The Commission had asked ministers to give their political blessing to Ecu6.8bn (£7.8bn) of subsidies to six companies - in Italy, east Germany, Spain and Portugal - in exchange for a total of 5.5m tonnes of capacity cuts. Final agreement on steel subsidies must be unanimous.

Political accord would have put in place the central plank of an EU programme to support the west European steel industry, which is suffering from recession and overcapacity. But in the absence of curbs on aid, private EU steelmakers made clear they would not come forward with

proposals to reduce capacity by a further 10.5m tonnes.

A loose coalition of Britain, Denmark, Luxembourg and France is also opposed to elements of the Commission plans for east Germany and Spain.

The Danish and British governments are particularly concerned about the possibility of a new hot rolling mill being built at EkoStahl, the east German steel producer, 60 per cent of which is being offered for sale to Riva, a private Italian steel company.

The Treuhand, which is han-

dling the EkoStahl sale, will add a further element to the complex negotiations today by setting a deadline of next Tuesday for Ilva to answer "critical questions" about the new mill before the sale can be concluded. The agency said it was still in talks with other potential buyers.

Hosokawa achieves go-ahead to reform political system

By William Dawkins in Tokyo

MR Morihiro Hosokawa, the Japanese prime minister, yesterday scored a political victory by winning parliamentary clearance for the first political reforms since the second world war.

The lower house of parliament gave a bigger than expected 270-226 majority to four government bills to change Japan's discredited multi-seat constituency system to a mixture of single-seat constituencies and proportional representation.

Decisions to political parties will be strictly controlled, in an attempt to halt the financial scandals which have swept Japanese politics over the past few years, and corrupt politicians will be barred from office.

The bills now pass to the government-controlled upper house for final agreement, expected by the end of the year.

Yesterday's vote exposed further splits in Japan's two largest parties, which used to be the postwar political establishment -

the opposition Liberal Democratic party and the Social Democratic party, the biggest partner in the seven-party coalition.

Thirteen mainly young LDP members defied party instructions and voted for the bills.

Six more abstained, including former prime minister, Toshiki Kaifu, leader of one of the two LDP governments to fall because of failure to enact political reform, and former deputy prime minister Masaharu Gotoda.

Five Socialist dissidents ignored instructions to support the government and voted against the bills, on the grounds that their party will do badly under proportional representation. The Socialist split could widen as the bills pass through the upper house, where the Socialists have a more rebels.

The lower house vote was a remarkable departure from the political tradition of reaching consensus on important laws in backroom negotiations.

Attempts at compromise between the ruling seven-party

coalition and the government collapsed on Tuesday, despite compromises offered by Mr Hosokawa, obliging him to resort to a parliamentary showdown.

Once the bills have gone through the upper house, an independent panel will draw up electoral districts for future elections. The timing of the next general election is up to Mr Hosokawa, but most political analysts expect it to come in the second half of next year.

Mr Hosokawa's victory augurs well for his meeting with US president Bill Clinton, a keen advocate of political reform, in Seattle this afternoon.

The Japanese leader is also expected to use the meeting to confirm plans to cut income tax, due to be proposed by a government panel today.

This step could relieve US pressure on Japan to stimulate domestic demand for imports, a way of curbing Japan's politically irksome trade surplus.

Push against old system, Page 8

Volvo backs merger with Renault

Continued from Page 1

As part of its campaign, Volvo has this week brought in analysts and consultants it has used in its own assessment of the merger to impress on shareholders the bleak future facing Volvo's car operations if it does not proceed with the Renault deal.

"Further substantial investments are required for Volvo, single-handedly, to be able to achieve the profit levels that are demanded long-term in the automotive industry," Mr Gyll said yesterday.

Both Volvo and Renault published their results for the first nine months yesterday, with Volvo, the prospective junior partner in the merger, showing a robust return to profit, while Renault pre-tax profits fell steeply to FF1.03bn (\$129m) last year.

Volvo announced a pre-tax profit of SKr1.06bn (\$129m), a turnaround from a loss of SKr707m in the same period last year.

The strength of the dollar against sterling heavily flattened Cable & Wireless' profits in the first half. It also reinforced the importance of Hong Kong Telecom, which is driving not only the company's psl, but also its stock market valuation. The market value of C&W's properties outside Hong Kong is now at its lowest level for five years. That is a reflection not of the poor prospects for Mercury and the Caribbean but of the overheated level of the Hang Seng index.

C&W is making efforts to diversify, the One-2-One cellular service in London being the latest example. Yet effort over the past two years has been directed at tidying up the balance sheet and staunching cash leakages. Now that C&W is more watertight, and has earned some credibility with the market, it is well placed to take advantage of the opportunities in global telecoms. Since it seems to have a hit with One-2-One, an accelerated roll out might demonstrate that the company is not only capable of housekeeping, but also of putting its full weight behind winners.

Perhaps C&W has been circumspect because the options are so broad. Basic telephony concessions will open up in developing countries, as will opportunities to provide sophisticated services as a second force in western Europe. China remains a great prize on the horizon. In technology, the possibilities range from the expansion of radio services to multi-media. Faced with such a range, a little caution may be in order. C&W is only a medium-sized player. The time is approaching when its management will have to prove it can apply the company's limited muscle where it counts.

Whitbread

One must beware of Whitbread's tendency to strip pension fund contributions out of its margin calculations. Since the holiday appears over for good, they will be a regular feature from now on. Even so, its interim results show its focus on strong brands and retailing paying off handsomely. There is evidence of organic growth to compensate for the failure to bag Chef & Brewer at a reasonable price, although that also increases the regret that it missed out on the chance to apply its skills to such an exciting opportunity.

For the time being, Whitbread should be buoyed by economic recovery, though, again, it may be overstating the prospects in the southeast

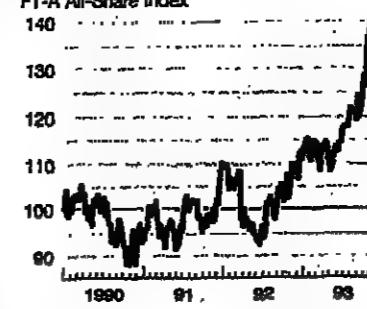
THE LEX COLUMN

Cable connections

FT-SE Index: 3125.5 (+5.5)

Cable & Wireless

Share price relative to the FT-A All-Share Index



Source: FT Graphs

to alter short run US growth expectations. Its main impact is psychological, inevitably, expectations for a successful Gatt deal will grow. Ironically, though, Nafta - and regional trade policies generally - were always seen in the US as an alternative to the Gatt. With such a fall-back in place, the US Congress may have less incentive to accept a Gatt agreement, which in any case depends heavily on an end to French intransigence.

The big winner ought to be Mexico. The relative impact of Nafta on its economy, which is only 5 per cent that of the US and Canada combined, will be considerable. But Mexican equities had already risen sharply in the run-up to the vote and the overvalued peso is a cloud on the horizon. As the excitement wears off, there may be a temptation to sell on the good news from the Rio Grande too.

Storehouse

A crisis of confidence has shaken the Storehouse recovery story as the market has fretted about September's warning of a slowdown in BHS's sales growth and the latest disappointments at rival Burton. But Storehouse helped soothe the doubters with its strong profits progress at the half-way stage. Unlike Sears and Burton, shackled with tired old chains, Storehouse yesterday showed there is life left in its BHS and Mothercare chains after all. Ironically, its failure to exploit these businesses in the past has left scope to expand them in future.

BHS plans to open 40 more sites and now has the financial muscle to fund its ambitions. Mothercare is also growing better at peddling pushchairs to the young classes. Yet its operating margins languish below 1.5 per cent and can only head one way. That latest promise, though, will take longer to fulfil than previously assumed. Pricing and margin pressures are unrelenting, with the resurgent Marks and Spencer being beaten to others on the high street. Moreover, it will prove far trickier for BHS to raise profits by growing sales than by hacking at its distended cost base. The remote threat that the chancellor may extend VAT to children's clothing could further unsettle Storehouse in the short run.

Yet the management appears to have the measure of the challenge with stability becoming its watchword. It would certainly help, if the new finance director, once found, did not disappear out the revolving door as fast as the previous four have done.

Hurd says UK is committed to Europe

By Roland Rudd in London

MR DOUGLAS HURD, the British foreign secretary, will today outline the government's "wholehearted" commitment to the European Union in a move designed to outline the majority Conservative party's pro-European credentials.

Mr Hurd will attempt to set a new pro-European agenda and implicitly urge anti-Europe rebels to accept that the damaging party battle over Maastricht is over.

He is expected to say: "We have no doubts about our place at the heart of Europe. The UK decided on its European destiny almost a generation ago. There is no need to fight that battle over

again. Nor do we need to re-enact the battle of Maastricht."

Mr Hurd's speech follows remarks by three key economic ministers at this week's Confederation of British Industry's conference, which attempted to regain ground lost to the right at the party conference.

The left of the party were dismayed by speeches by ministers such as Mr Peter Lilley, social security secretary, which had drawn applause for attacks on the European Commission.

Mr Hurd is determined that the party should unite round a policy that is "wholeheartedly committed to the European Union" but which is not afraid to argue Britain's interests.

He will tell his audience that

the battle to convince Britain's European partners that economic problems will not be solved by increasing regulatory burdens on businesses will continue.

But he is expected to add: "The fact that we argue with our partners in Europe, that we disagree with them on many things, most obviously about the prospects for early movement towards monetary union, does not mean that Europe is irreversibly divided. The days of a divided Europe are over."

The foreign secretary will also argue for an enlarged Europe expanding to the north and east which is in tune with business and with public opinion. And he will claim that the government is "second to none" in its idealism to Europe.

While the speech is aimed at uniting the Conservative party with a "pro-European policy which is in Britain's interests", many members are likely to continue their opposition to closer European integration.

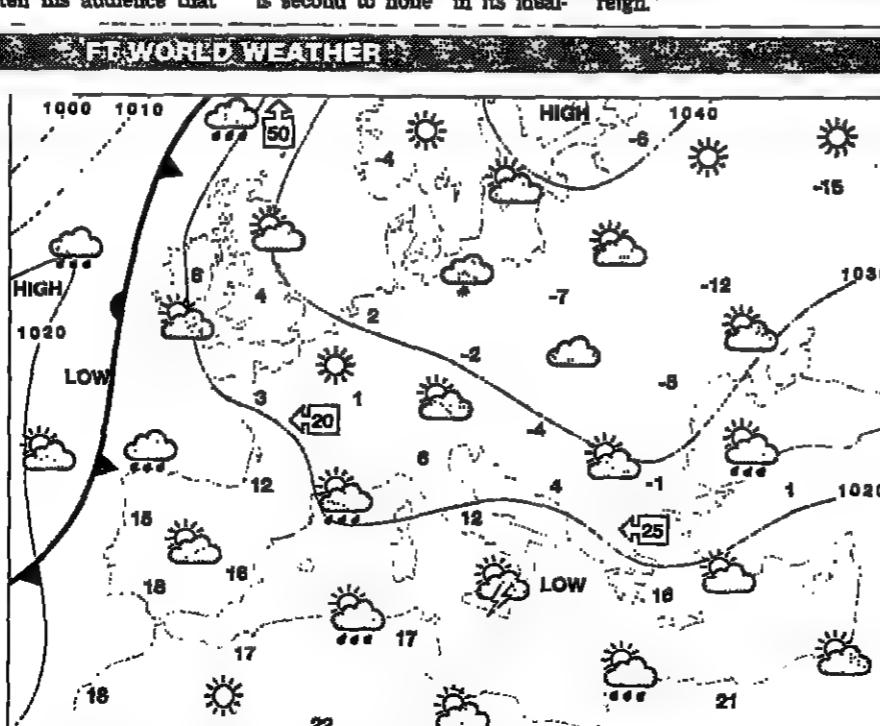
The continuing debate over Britain's place in Europe has led to a warning from Mr Geoffrey Martin, head of the European Commission's UK offices, of "democratic deficit" in Westminster about the UK's future in Europe.

In a speech to Hull University, he said: "Parliamentarians - both in Strasbourg as well as in Westminster - have chosen to allow Euro-mythology a free reign."

For the time being, Whitbread should be buoyed by economic recovery, though, again, it may be overstating the prospects in the southeast

Europe today
A vast high pressure area over north-eastern Europe will dominate the continent during the next few days. Cold air will continue to spread west and south with daytime freezing reaching the Low Countries, north-eastern France, and northern Greece. No significant snow is forecast, although some snow will fall in northern Poland and northern Germany. Some light snow is also possible in Bosnia-Herzegovina later today and tonight. It will be mainly sunny in extreme western Europe with temperatures remaining above freezing. However, a low pressure system over the Atlantic may cause some rain to linger over western Ireland.

Five-day forecast
Cold air will continue to move west during the weekend and early next week. In most of the west, temperatures will continue to drop. From Sunday, the English and Scottish coasts will have some heavy snow or rain showers. In the south, a series of low pressure systems will cause rain and thunder showers from time to time, especially over Italy and most of the former Yugoslavia.



TODAY'S TEMPERATURES

Maximum Celsius	Belfast	Cloudy	7	Cardiff	Fair	5	Frankfurt	Fair	0	Malta	Fair	18	Rio	Sun	27
sun 31	Belgrade	fair	2	Chicago	shower	6	Geneva	sun	0	Manchester	sun	5	Prague	sun	24
thund 31	Berlin	cloudy	2	Cologne	fair	2	Gibraltar	sun	18	Madrid	cloudy	30	Rome	lab	11
thund 31	Bernuda	fair	25	D'Salam	fair	31	Glasgow	fair	5	Melbourne	fair	15	S. Frisco	sun	19
sun 31	Budapest	thund	18	Dubai	fair	20	Hamburg	fair	1	Mexico City	fair	20	Seoul	sun	19
show 22	Budapest	fair	32	Dubai	fair	27	Hong Kong	cloudy	27	Montreal	cloudy	3	Stockholm	cloudy	2
show 22	Budapest	sun	4	Dubai	fair	27	Honolulu	cloudy	23	Montreal	cloudy	27	Singapore	shower	29
sun 33	Cairo	fair	23	Dubai	fair	4	Dubai	sun	8	Moscow	fair	13	Toronto	sun	35
sun 33	Cairo	fair	23	Dubai	fair	10	Jersey	sun	6	Munich	sun	5	Toronto	sun	19
sun 33	Cape Town	sun	28	Dubrovnik											

Renault earnings down by 86% at nine months

By John Riddell in Paris

THE DEPRESSED European car market led to an 86 per cent fall in pre-tax profits at Renault for the first nine months of the year, despite reduced interest payments and a strong contribution from financial subsidiaries.

Pre-tax profits amounted to FF1.03bn (S174m), compared with FF7.51bn a year earlier. The decline in the first six months continued through the third quarter. Sales for the nine months were FF124.19bn, down 8.3 per cent.

Renault warned of continued gloomy prospects for the car market. "The European car

and truck markets do not at present show any indication that a recovery might materialise between now and the end of the year," the company said.

However, motor industry analysts said Renault was coping better with the fall in demand than most of its rivals. "Renault is still in profit," said one industry analyst, adding that "the sharp decline is partly a reflection of the record profits achieved in 1992". He said the results were largely in line with expectations.

Renault made no comment about its merger plans with Volvo. It said that existing shareholdings in the Swedish group's car and

truck operations made a loss of FF344m in the nine months compared with a deficit of FF478m last year.

Renault said that despite the 15.4 per cent contraction in the European car market in the nine months it had maintained its total market share at 10.5 per cent. In European trucks, it increased its share from 9.1 per cent to 9.4 per cent.

The nine-month results included exceptional charges of FF728m, largely comprising restructuring costs but not including charges relating to plans to cut 1,423 jobs at RVI, the truck and bus operation.

Financial charges fell from FF805m to FF60m.

Accounting move lifts Volvo

By Hugh Carnegy in Stockholm

VOLVO, the Swedish manufacturing group planning to merge its core car and truck operations with France's Renault, yesterday reported a pre-tax profit of SKr1.06bn (\$128.8m) for the first nine months of 1993, surging back to surplus from losses totalling SKr707m in the same period last year.

virtually all of the profit was attributable to a SKr1.05bn bonus from a change in accounting of tool costs made to bring Volvo into line with international automotive industry practice.

ing income of SKr1.4bn.

Volvo said all divisions showed an operating profit. Car sales increased in value by 25 per cent to SKr98.8bn, with unit sales increasing.

The truck division posted an operating profit of SKr183m compared with a loss of SKr86m last year, and increased unit sales by 2 per cent.

Volvo's share of Renault's income stemming from its cross-holdings in the French group fell sharply to SKr32m from SKr1.62bn but its share of income from Procordia, the pharmaceuticals and food group it jointly controls with the Swedish government, grew to SKr1.52bn from SKr87m.

Christiania plans share issues

By Karen Fossel in Oslo

CHRISTIANIA BANK, the state controlled Norwegian bank, is to be pushed more fully into the private sector with share issues which will raise between Nkr1.8bn and Nkr2.2bn (\$297m).

The bank was taken over by the state two years ago following massive losses. It plans a private placement of 115m ordinary shares with institutional investors abroad and in Norway and a domestic public issue of 27m shares. The issues

will go ahead in December.

CBK is the second biggest bank in Norway. Private shareholders, which currently hold about 9 per cent of CBK's capital, will be entitled to an allocation of new shares sufficient to maintain their respective stakes, but will be given no pre-emptive rights.

An Nkr850m subordinated state loan is to be converted into 131m shares at Nkr7 each, conditional on the success of the issues, thus reducing the state's CBK stake to 69 per cent.

The share issues signal the start of a new phase for the bank," said Mr Børge Leath, managing director. Credit Suisse First Boston has been appointed global co-ordinator of the offering.

Breakdown in talks on Merrett syndicates

By Richard Lapper in London

CONCERN is growing in the Lloyd's of London insurance market about the future of syndicates managed by Merrett Group, one of the largest agencies, following news yesterday of a breakdown in talks between Merrett and the larger Archer Holdings.

Merrett Group has been hit by a collapse in its support from traditional Names - individuals whose assets have traditionally supported Lloyd's - and the failure of a US plan to provide corporate backing.

It emerged earlier this week that Travelers, the US insurance company, had withdrawn a plan to underwrite business alongside the Merrett syndicates on a so-called "consortium" basis. Travelers also intended to take a stake in the underwriting agency.

It is now feared that one of the largest syndicates, number 418, may have insufficient capacity to continue underwriting next year and other syndicates could be forced to close, putting the underwriting agency itself at risk.

"It will leave a big hole in the market," said a spokesman for Lloyd's.

Agents have channelled only about £60m of capacity (capital supporting insurance underwriting) to 418, an amount equal to about a third of this year's level and well short of the minimum needed to continue. Other Merrett syndicates have also suffered a sharp fall in capacity.

Merrett had sought a deal with Archer in order to persuade members' agents to offer more backing.

Archer, one of two agencies with a full stock exchange listing, yesterday said "senior executives of the Merrett Group approached the Archer Group with a proposal that the management of the Merrett on-going syndicates should be assumed by Archer group companies". But after "brief discussions", Merrett Group's chief executive was informed on Tuesday this week that the Archer Group was not interested in taking the discussion further.

Stripping out exceptions, profits rose almost six-fold from £2.1m to £13m.

The shares, which had fallen

Ericsson posts nine-fold advance

By Christopher Brown-Humes in Stockholm

ERICSSON, the Swedish telecommunications group, yesterday unveiled pre-tax profits of SKr568m (\$83m) for the third quarter of 1993, a nine-fold increase from SKr63m in the same 1992 period.

Surging sales and intensive cost cutting lie behind the upturn, which drove up profits for the first nine months to SKr1.86bn from SKr122m.

A strong improvement in the company's performance is

expected in the final three months, when the impact of the 25 per cent drop in the value of the krona will be felt more strongly as hedging programmes expire.

The company expects its 1993 result will be "somewhat more than double" last year's SKr1.3bn level.

However, many analysts had been more bullish, looking for profits of around SKr3.5bn, and they were disappointed by the company's cautious tone. The group's B shares dipped SKr1 to SKr412.

Nine-month sales jumped 41 per cent to SKr42.4bn from SKr30.2bn, while orders climbed 30 per cent to SKr42.4bn.

The weaker krona accounted for 10 per cent of the orders increase, and 20 per cent of the sales rise.

The group now has an order backlog of SKr45.6bn, after increasing its order intake for the last eight quarters.

The biggest sales growth came in Ericsson's radio communications division, where surging sales of mobile phones

lifted sales to SKr15.5bn from SKr9.3bn. In the third quarter the unit's sales doubled to SKr12.4bn.

Overall sales in the third quarter were SKr1.86bn, compared with SKr1.75bn. There has been a particularly strong development in China, Ericsson's fifth most important market after the US, Italy, Sweden and the UK.

The Chinese market continues to grow, although the group anticipates increasing problems with the financing of some orders.

Nutricia seeks recall damages

By Ronald van de Krol in Amsterdam

NUTRICIA, the Dutch food group, will go to court to seek damages from a supplier of meat that allegedly contained traces of disinfectant, prompting the recall of more than 1m jars of baby food this week.

The Dutch company also said it will be looking for a new meat supplier.

The meat company, Hillebergse-Vleeshandel of the Netherlands, declined to comment on the pending law suit.

On Tuesday night, Nutricia announced the recall of some lines of its Olivart brand of baby food because Dutch inspectors had found traces of a disinfectant widely used in cleaning slaughterhouses and meat processing plants.

The recall sent Nutricia's shares tumbling by FI 13.80 (\$7.25) on Wednesday, but yesterday they recovered some of these losses to close up FI 1.30 to FI 129.50.

The rebound was helped partly by news of a proposed two-for-one stock split. This move is part of wider measures

Warning by Amstrad on spending

By Paul Taylor in London

MR ALAN Sugar, chairman of Amstrad, the consumer electronics group, warned yesterday that there was no evidence of any pre-Christmas spending boom in Britain's High Streets.

Amstrad's often outspoken chairman told shareholders at the group's annual general meeting in London yesterday that, "contrary to what you may hear from the government, trading conditions are not very good; people just aren't spending money".

Earlier Amstrad had issued a statement to the Stock Exchange warning that trading conditions in October have been poorer than anticipated, particularly in the UK where volumes and margins have been under pressure.

The statement, which led to Amstrad's share price plunging by 10% or 20 per cent to 45p, added that the company also expects November and December to reflect "relatively weak demand".

While Amstrad acknowledged that the outlook for the Christmas season "still remains unclear", the board warned that sales and margins are likely to be below last year's levels and current market expectations for the group's sales and operating profit for the year to June 1994 "are therefore likely to be optimistic".

Later, at the meeting Mr Sugar said consumers were still holding on to their savings.

Storehouse recovery continues

By Neil Buckley in London

STOREHOUSE, the UK retail group comprising BHS, Mothercare and Blazer, shrugged off City fears that its recovery might be faltering as it unveiled interim pre-tax profits of £11.6m (\$17.28m) compared with a £2.7m loss in the same period last year.

Both figures were distorted by exceptional items, with last year's hit by a £30.4m charge to cover losses on the sale of the Habitat and Richards chains. This year's figure was depressed by a £4.4m provision relating to the sale of the US Mothercare business.

Stripping out exceptions, profits rose almost six-fold from £2.1m to £13m.

The shares, which had fallen after rival group Burton announced disappointing results last week, recovered 17p to 30p.

Sales in continuing businesses were up 5 per cent in the 28 weeks to October 9, with operating profits up 48 per cent.

Storehouse said there had been a steady start to the second half and it expected a significant increase in year-end profits but it warned that consumer confidence remained "delicate and easily disturbed".

"We are not happy about a Budget in November," said Mr Keith Edelman, chief executive. "We are very concerned about the possibility of VAT on children's clothing, which accounts for a quarter of turnover."

Gross margins have also fallen slightly, with the margin at BHS down just under one percentage point as a result of a price promotion, and Mothercare's margin down about one point after a repositioning on pricing.

Total group turnover fell from £517.4m to £494.5m, as last year's figures included Habitat and Richards.

Sales at BHS increased from £323.4m to £327.2m, and operating profits from £15.5m to £15.4m. Mr Edelman said BHS was under-represented in parts of the country and would step up its opening programme.

Mothercare sales increased 6 per cent to £140.9m, with profits up to £2.1m, from £1.5m.

Sales improved 6 per cent at Blazer, with losses down slightly, and Mr Edelman said One-Up, the discount forest, had traded satisfactorily to its first three months.

The interim dividend was unchanged at 2.5p, with earnings up to 1.4p (from a 6.6p loss) after exceptional items. Mr Edelman hinted at a possible dividend rise next year.

Later, at the meeting Mr Sugar said consumers were still holding on to their savings.

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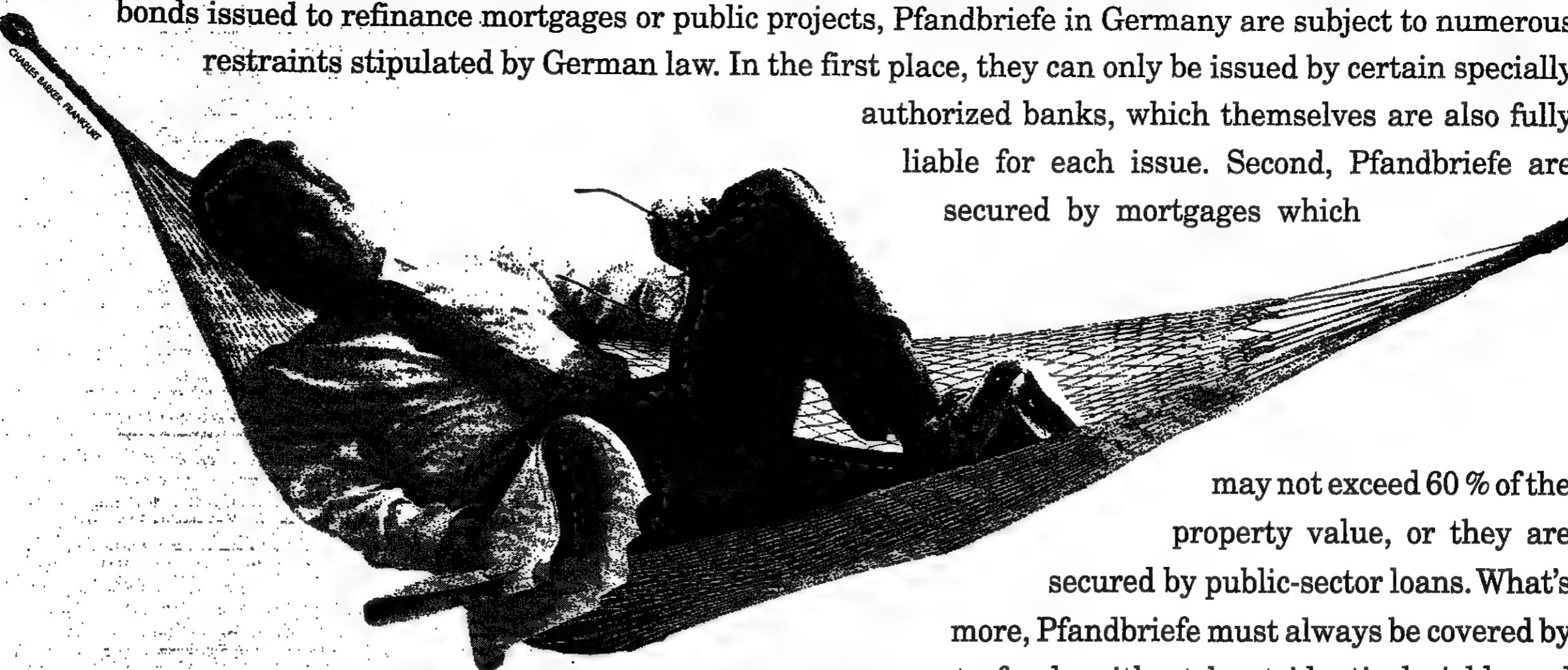
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INTERNATIONAL COMPANIES AND FINANCE

Tough new players in video games

Michiyo Nakamoto watches Matsushita and Sony enter the field

THE Christmas season has traditionally been a time of plenty for Japan's video games makers. But this year, the run up to the holiday is likely to bring the industry less cheer than usual.

When Nintendo, the most successful video games maker, announced its business results for the first half of the fiscal year yesterday, the figures showed the first signs of slowdown from a company which has seen sales rise almost continuously over 10 years. They confirmed a growing suspicion that Japan's video games makers face a turning point in their fortunes that is being brought about by a major change in the industry faces.

While the squeeze on profits the industry is beginning to experience stems directly from the economic downturn and the Japanese currency's strong appreciation this year, it is also a sign of the tougher times Nintendo and its chief competitor, Sega, are likely to encounter ahead.

In October, Matsushita, the consumer electronics group, made its debut in the video games market amid much fanfare with the launch of a multimedia video games machine developed by 3DO, the US start-up company in which Matsushita has invested.

A few weeks later, Sony too announced that it would be launching a home use video game system next year that would offer ultra high speed, three-dimensional graphics.

For Nintendo and Sega, the intrusion of the two large consumer electronics companies into the games market spells the end of a lucrative world where demand seemed to rise endlessly and which had been virtually closed

to outside competition.

In the US, \$5.6bn worth of games software was sold in 1992, or more than the year's entire film box office revenues in the US, according to a report by Barings Securities.

Japanese trade ministry statistics show that the video games market last year grew 12 per cent in Japan to ¥111bn (US\$3.8bn), while the audio-visual

brought about by technology advancements means that the timing is right for newcomers to try to stake a position in the market. With their strong brand names, Sony and Matsushita can be expected to find easy acceptance among consumers.

The advances in technology are also moving games pro-

grammes closer to Hollywood Time Warner, the entertainment group, to provide video games on cable TV and with AT&T to provide video games down the telephone line.

Nintendo, however, being the most dominant player, not only has the most to lose, the company has appeared surprisingly unmoved by the impending threat to its dominance.

"We will go our own way," says a Nintendo official who defends the decision to stand behind its current generation machine for the time being by pointing out that "providing greater computing power does not necessarily lead to more entertaining games".

Nintendo is betting on a tie-up with Silicon Graphics, a leading US maker of visual computing systems, to develop a more advanced machine than either Sony's or Matsushita's for launch in 1995.

It is where Matsushita and Sony, with a wealth of entertainment material in their film and record libraries, have an advantage over existing video games makers. Matsushita's hugely successful film *Jurassic Park* is being made into an interactive game while Sony will launch such a game based on its movie *Last Action Hero*.

The consensus is that the biggest loser from the entry of Matsushita and Sony into the video games market will be Nintendo.

Against the moves of the consumer electronics giants, Sega has formed a number of alliances to ensure that it is well prepared for the changes that the video games industry faces. It has joined hands with TCI, the cable operator and

type entertainment, using full motion video footage and high quality sound and to the world of interactive multimedia.

This is where Matsushita and Sony, with a wealth of entertainment material in their film and record libraries, have an advantage over existing video games makers. Matsushita's hugely successful film *Jurassic Park* is being made into an interactive game while Sony will launch such a game based on its movie *Last Action Hero*.

It also hopes its proven expertise in bringing hit programmes to the market will help it stay off the competition. However, it is precisely in the area of software that Nintendo faces the strongest competition from Matsushita and Sony, both of which own Hollywood film and music studios.

As software moves relentlessly in the direction of full motion video using footage from entertainment films, "Nintendo may find itself left out in the cold," Mr Dargan says. It will either have to pay huge royalty fees for entertainment software based on films or be relegated to the lower end of the market, he believes.

Whatever the eventual outcome, as a host of makers line the shop shelves with competing systems, the video games market next Christmas season will be ringing to a more discordant tune.

Australis Media to acquire cable TV group

By Nikki Tait and agencies

THE long-running saga over the development of a pay-TV industry in Australia took a new twist when Australis Media, which was only floated on the Australian Stock Exchange in September, said that it had agreed to purchase Lenfest Group, a US-based cable TV

company, recently acquired New World Telecommunications, provisional winner of the tender for Australia's B satellite pay television licence.

Yesterday, Australis said it would issue new shares to fund the deal. It added that it expected to complete the A\$117m (US\$77m) payment for the B satellite TV licence as soon as regulatory approval was

received. Australis also said a further significant equity issue was envisaged to fund the development of satellite television.

The Australian government's plans to auction off two pay-TV licences were thrown into disarray when little-known companies put in high and therefore winning bids - but subsequently failed to

deliver the funds promised.

However, Australis, which

already operates microwave technology pay-TV services, said it had held discussions with the Australian Broadcasting Authority, the Trade Practices Commission, and the Minister for Communications and that it expected the procedure for allocation of the B licence to be straightforward.

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INTERNATIONAL COMPANIES AND FINANCE

Strong yen blamed for 18.9% fall at Toray

By Emiko Terazono in Tokyo

TORAY Industries, Japan's leading synthetic fibre maker, saw a decline in profits for the first half due to the higher yen, low industrial demand, and the prolonged slump in consumer spending.

Non-consolidated pre-tax profits fell 18.9 per cent to Y20.3bn (\$199.7m) while sales declined 7 per cent to Y275.9bn. After-tax profits fell 13.9 per cent to Y1bn.

Toray said it had cut Y10.8bn in costs during the first half through curbing material costs. However, pre-tax profits were hurt by the yen's sharp rise against the dollar, which eroded its export value by Y15.5bn.

Sales of fibres and textiles fell 13.8 per cent to Y145bn due to declines in consumer spending and lower demand from the auto, construction and fishing industries. Plastics and chemical sales fell 6.2 per cent to Y85.1bn.

However, new businesses, including pharmaceuticals, electronics information equipment and construction material, also saw firm sales.

For the 12 months to March, Toray revised down its earlier projections, and now expects pre-tax profits to fall 17 per cent to Y40bn on a 5.1 per cent drop in sales to Y560bn.

NEWS DIGEST

Yamaha Motor reverses 39% in first half

YAMAHA Motor, a leading Japanese motorcycle maker, posted a sharp downturn in interim earnings due to heavy foreign exchange losses following the appreciation of the yen against the dollar, writes Emiko Terazono.

The company said non-consolidated pre-tax profits for the first half to September fell 39.7 per cent to Y1.5bn (\$13.3m) due to a Y13bn currency loss. Half-year sales eased 6.5 per cent to Y223.6bn, while after-tax profits plunged 37 per cent to Y750m.

Domestic sales fell 6.2 per cent to Y85.6bn while exports

Bleak outlook for Japan's top five trading houses

By Michiyo Nakamoto in Tokyo

THE steep downturn in Japanese business activity and the surge of the yen's value against the world's leading currencies took their toll on the results of the country's five large trading houses in the first half of 1993.

The trading houses, which depend on the flow of goods and services for a large proportion of their earnings, were directly impacted by the slowdown in activity among Japanese corporations as well as in third country trade.

At the same time, a favourable interest rate environment in which interest expenses came down faster than interest income, helped many houses to improve their financial balances.

Many trading houses have also liquidated unprofitable subsidiaries and cancelled takeovers, or specified money trusts, and fund trusts in a bid to minimise their losses on these instruments.

While the losses were in many cases offset by selling equity holdings or real estate assets, the need to provide for falling asset prices and loan losses as well as some, such as Mitsubishi, to post extraordinary losses.

The business slump hurt revenues, in particular from trading activities in machinery, chemicals, energy and textiles.

The strength of the yen also

gained 3.8 per cent to Y137.1bn thanks to brisk demand from China.

Sales of mainline motor-cycles fell 0.7 per cent to Y107.5bn.

For the full year to March, Yamaha expects unconsolidated pre-tax profits to fall 29.6 per cent to Y35.5bn on a 4.5 per cent decline in sales to Y450bn.

Orix plunges 53.3% halfway

ORIX, the leading Japanese leasing company, saw a sharp plunge in pre-tax profits due to the prolonged economic slump, but managed to prop up after-tax profits thanks to proceeds from stock sales, writes Emiko Terazono.

Pre-tax profits for the first six months to September fell 53.3 per cent to Y3.2bn on a 4.9

per cent decline in revenue to Y309.8bn. After-tax profits increased by 11.1 per cent to Y2.5bn.

Operating profits fell 14.3 per cent to Y8.1bn, and the company posted special profits of Y1.5bn due to sales of its stock holdings.

For the full year to March, Orix expects a 5.3 per cent fall in revenue to Y260bn, but foresees a decline in its interest burden and projects a 9.9 per cent jump in pre-tax profits to Y9.8bn.

Overall, operating profit for the nine months rose by 9.3 per cent to Y1.624m, on turnover up 14.4 per cent at Y13.1bn.

Realised gains on investments in shares and property fell to Y112.4m for the nine months from Y127m a year earlier.

Marubeni's non-operating balance amounted to Y14.1bn against Y15.8bn previously, taking pre-tax profits to Y20.6 against Y15.8bn.

But the outlook for the houses remains bleak as recovery is not expected until the latter part of next year.

The same period a year earlier, writes Ronald van de Krol in Amsterdam.

The figures took net profit for the first nine months of the year to Y1.737m, an improvement of 5.6 per cent.

The company remains optimistic for the rest of 1993, and has maintained its previous forecast that operating profit per share will show a modest rise for the full year.

For the first nine months, operating profit per share was up 6.6 per cent to Y1.15.

Overall, operating profit for the nine months rose by 9.3 per cent to Y1.624m, on turnover up 14.4 per cent at Y13.1bn.

Local customers have urged a delay, amid talk that the new Farmers Investment Trust may bid for at least part of AMH. ConAgra stands to win 90 per cent of AMH.

ANI profits up 5.7% in first quarter

By Nishi Taki in Sydney

AUSTRALIAN National Industries, the heavy engineering group which owns Britain's Aurora group, yesterday announced that after-tax operating profits rose by 5.7 per cent to A\$12.6m (US\$8.4m) in the three months to end-September, the first quarter of its current financial year. Revenues rose by 11.7 per cent to A\$245.1m.

But the company warned that, while the Australian operations showed an improved performance, activity in the UK remained flat. "Aurora's activity remains depressed," it said, "with no sign of sustained recovery. Margins continue to be under pressure as the group moves away from defence and aerospace."

The upturn in profits, said the company, could be attributed to its distribution operations - Steelmark-Eagle and Globe - and the service businesses, which include Coated Hire and Container Care International. The environmental engineering operations also contributed profitably.

Foster's sale of AMH stake may face delay

By Nishi Taki

THE PROPOSED A\$100m (US\$66.7m) sale by Foster's Brewing Group of a 45 per cent interest in Australia Meat Holdings, the nation's largest beef producer, to ConAgra, the US food group, may face delays in gaining government approvals.

In the federal parliament yesterday, Mr Ron Bowtell, Queensland National Party senator, asked if a decision by the Foreign Investment Review Board could be delayed for up to a week to take into account a broader range of submissions.

Local customers have urged a delay, amid talk that the new Farmers Investment Trust may bid for at least part of AMH. ConAgra stands to win 90 per cent of AMH.

Sharp gains at Westpac and National Australia Bank

By Nishi Taki in Sydney

FURTHER signs of the recovering fortunes of the Australian banking sector were evident yesterday when Melbourne-based National Australia Bank, which also owns Clydesdale, Northern, and Yorkshire banks in the UK and the National Irish Bank, and Sydney's Westpac, reported strong profit growth in the year to end-September.

NAB, viewed as one of the nation's strongest banks, said that profits after tax, abnormal items and outside equity interests, jumped to A\$1.15bn (US\$736m) from A\$675.1m. Westpac, meanwhile, made a net profit of A\$36.2m, but this compared with a A\$1.65m loss in the previous year.

The sharply improved results follow news of a much better performance by Australia and New Zealand Bank (ANZ) earlier in the week, and bank shares - which had already risen over the past few days - generally strengthened again. NAB closed 3 cents higher at A\$12.88, and ANZ added 13 cents to A\$4.80. Westpac, however, gave up 3 cents to close at A\$4.60.

NAB's domestically-based Australian bank business contributed A\$732.8m to group operating profit (before good-will amortisation), a 15.2 per cent increase on the previous year. The specific charge for bad and doubtful debts here fell by 10.7 per cent to A\$335.3m, while non-accrual loans stood at A\$890.1m, down by 32.4 per cent on the previous year and representing 2.3 per cent of lending assets. NAB said that economic conditions had been "mixed" but that home loan activity and bill acceptances, for business lending, had grown strongly.

In the UK and Ireland, operating profits overall increased by 61.1 per cent to A\$62.6m - although Northern Bank saw a reduced contribution at A\$1.6m, down from A\$6.8m. The improvement would have been more marked but for a A\$6.8m charge for restructuring costs. Non-accrual loans fell by a fifth, to A\$63.9m or 2.9 per cent of lending assets.

The New Zealand banks contributed operating profits of A\$65.1m, against A\$39.1m. This largely reflected a A\$80.3m contribution from Bank of New Zealand, which was acquired last November.

Overall, the charge for bad and doubtful debts fell by 34 per cent, to A\$604.2m, while the group's total one capital ratio stood at 7.7 per cent at the end of the year.

Mr Don Angus, managing

director, cautioned that unless the world economy picks up, growth in NAB's major regions would be subdued and competition intense. However, analysts have speculated recently that the bank will use its strong earnings performance to help fund acquisitions and diversify - it recently indicated that it is looking to build up a life insurance operation in the UK, for example.

Unlike NAB, Westpac continued to face significant abnormal items - A\$25.5m, against A\$61.3m in the previous year, including A\$22.6m for restructuring expenses. Profit ahead of these items and tax stood at A\$54.1m.

Westpac also saw an improvement in the bad debt situation, although its lending book remains much more troubled. The provision for bad and doubtful debts was A\$1.28bn (A\$2.8m) - of which A\$2.8m referred to non-property related loans.

Looking ahead, Mr Robert Joss, Westpac's new chief executive, warned that competition in the Australian market was likely to be intense and would put pressure on net interest margins. Conditions in the commercial property market would also be critical to the trend in bad and doubtful debt charges.

Bank of New Zealand in the red

By Terry Hall in Wellington

THE FORMER state-owned Bank of New Zealand, which was bought by the National Australia Bank last year, yesterday announced a tax-paid profit of NZ\$119.5m (US\$81.6m) for the 18 months to September 30. However, an abnormal item of NZ\$227.7m, relating to adjusting the BNZ's accounting standards to match those of its new parent, led to a loss of NZ\$90.7m after abnormal and minority interests.

Operating costs were unusually high in the past six months as the National Australia Bank's own branch network in New Zealand merged with the BNZ.

Total balance sheet assets at September 30 were NZ\$15.9bn, a reduction from NZ\$20.7bn at March 31.

Before merging with the BNZ, the National Australia Bank NZ Ltd had recorded a 53 per cent lift in operating profit after tax and extraordinary items to NZ\$18.5m in the 12 months to September 30.

BANCA COMMERCIALE ITALIANA

All Holders of Common Shares of Banca Commerciale Italiana (hereinafter, "the Bank") are invited to attend the Extraordinary General Meeting at 10 a.m. on November 30, 1993 in Milano, 1, Piazza Belgioioso and, if necessary, to a second Meeting on December 13, 1993, at the same time and place, to consider and act upon the following

Agenda

- To consider and adopt certain amendments to Articles 1, 4, 8, 12, 13, 17, 18, 20, 21, 22, 27, 28, 37 of the Bank's Articles of Association and a new Article 39 and new Meeting Procedures to be part of such Articles of Association;
- To consider and offer an option to convert Saving Shares into Ordinary Shares, containing all relevant terms and conditions.

Holders of Common Shares may attend this General Meeting provided that they have deposited their shares at any Branch of the Bank or at Monti Titoli SpA at least five days before the date of the General Meeting, in accordance with the provision of Art. 4 of Law No. 1745 of December 29, 1962.

Shareholders may appoint other Shareholders - who are entitled to vote as above - as proxy, in observance of Civil Code, Art. 2372; the form of proxy must be vouchered by a Member of the Board, an executive or an officer of the Bank.

The Chairman of the Board of Directors

BANCA COMMERCIALE ITALIANA

All Holders of Common Shares of Banca Commerciale Italiana (hereinafter, "the Bank") are invited to attend the Extraordinary General Meeting at 10 a.m. on November 30, 1993 in Milano, 1, Piazza Belgioioso and, if necessary, to a second Meeting on December 13, 1993, at the same place and time, to consider and act upon the following

Agenda

- To approve the deliberations adopted in the Extraordinary General Meeting of November 30, 1993 relating to the conversion of Saving Shares into Ordinary Shares and the determination of relevant terms and conditions.

All Holders of Saving Shares may attend this General Meeting provided that they have deposited their shares at any Branch of the Bank or at Monti Titoli SpA at least five days before the date of the General Meeting, in accordance with the provision of Civil Code, Art. 2370 and - for securities issued in registered form - of Art. 4 of Law No. 1745 of December 29, 1962.

Appointment of proxies is regulated by Art. 12 of the Bank's Articles of Association and by Art. 2372 of the Civil Code.

The Chairman of the Board of Directors

All Holders of Saving Shares please note that it is not expected that the needed quorum of attendees to validly deliberate be reached on the date of the first Meeting.

Extraordinary General Meeting of AB Volvo

An Extraordinary General Meeting of the shareholders of AB Volvo will be held in Lisebergshallen, Örgrytevägen, Göteborg (Sweden) at 10.00 a.m. (Swedish local time), Tuesday, December 7, 1993.

The Meeting will consider the matter of authorizing the Board of Directors, within the framework of pending agreements with, inter alia, the French Government and Renault, to convey to Renault in exchange for new shares to be issued by Renault, AB Volvo's shareholdings in Volvo Car Corporation (75%), Volvo Truck Corporation (55%), Renault Vehicles Industrials SA (45%) and Volvo Group Finance Sweden AB (100%).

In addition, the Meeting will consider the Board of Directors' recommendation that the Meeting authorize the President to make such small changes in the new issue resolution described above as may prove to be required in connection with registration of the issue with the Swedish Patent and Registration Office.

Beginning November 30, 1993, the resolution of the Board of Directors proposing approval of the new issue, as well as documents specified in Chapter 4 & 5 of the Swedish Companies Act (1975:1385), will be available in AB Volvo's head office in Göteborg to shareholders who wish to examine them.

In addition, the Meeting will consider the following matter submitted by an individual shareholder: "In the event that the Meeting votes to reject in its entirety the Board of Directors' proposal of a merger of Volvo's automotive operations with Renault, the Meeting should immediately consider a motion to remove Pehr G. Gyllenhammar from the Board of Directors of AB Volvo, irrespective of the fact that this is not an Annual General Meeting."

Right to participate in Meeting Participation in Volvo's Extraordinary General Meeting is limited to shareholders who are recorded in the share register on November 26, 1993 and who advise Volvo, no later than 12:00 noon

(Swedish local time), Thursday, December 2, 1993, of their intention to participate.

Share register

Volvo's computerized share register is maintained by Värdeapparaten VPC AB (Swedish Securities Register Centre).

Volvo shares are registered in the names of either their owners or trustees. Only owner-registered shareholdings are listed in the names of shareholders in the share register.

To be entitled to participate in the Extraordinary General Meeting, owners of shares registered in the name of the shareholder several banking days prior to November 26, 1993, normally charge a fee for this service.

Notice of intention to participate

Shareholders who wish to participate in the Meeting must notify Volvo of their intention to do so, no later than 12:00 noon (Swedish local time), December 2, 1993, either by telephone:

+46 31 59 00 00
+46 31 59 21 50

or in writing, to:
AB Volvo
Legal Department
S-405 08 Göteborg, Sweden

In providing such notice, a shareholder should state his or her name, personal registration number (where applicable), address and telephone number.

Shareholders who wish to appoint a proxy to act on their behalf at the

COMPANY NEWS: UK

Whitbread tops City hopes with £136m

By Philip Rawstorne

WHITEBREAD, the brewing, retailing and leisure group, surpassed City expectations with a 13.4 per cent increase in first half pre-tax profits from £119.7m to £135.7m.

Sir Michael Angus, chairman, said the results for the six months to August 28 were achieved with "very little assistance from any economic upturn."

Profit growth at the trading level was also held back by an £8m contribution to the group's pension fund - the first for four years - and the disposal of 450 pubs.

Sir Michael added: "This gives us confidence that we are in a strong competitive position when growth returns to our markets." The shares gained 15p to 515p.

Interest charges fell from 52.1m to £13.8m. Basic earnings improved to 20.8p (17.4p) and the interim divi-

dend is raised to 5p (4.75p).

Operating profits declined from £149.2m to £146.1m on turnover, marginally ahead from £1.16bn to £1.19bn.

Whitbread Inns, the group's managed pubs, increased profits by 9 per cent to £51.2m, before a pension charge of £2.1m, on turnover 5 per cent higher at £275.2m.

The best results came from pubs focused on the sale of food, with the 200 Brewers Fayre outlets achieving an 18 per cent growth in turnover. Average sales per pub grew 14 per cent in food, 6 per cent in drinks and 7 per cent in amusement machine income.

Overall profits from Pub Partnerships, the leased estate, fell from £30.8m to £25.2m as the number of pubs was reduced by 450. The restaurants and leisure division raised profits by 23 per cent to £23.6m before a pension charge of £1.7m. Turnover was ahead 6 per cent at £536.5m.

Beefeater improved turnover by 7 per cent and profits by 10 per cent. Pizza Hut increased market share with a 10 per cent growth in turnover; Thresher's maintained trading profit on a 3 per cent increase in sales despite increasing personal imports of alcohol.

A stronger performance from the group's hotels was led by the budget Travel Inns with a 21 per cent increase in turnover. Profits from beer and other drinks fell from £43.8m to £41.9m after a pension charge of £3.3m and a £1.3m lower contribution from Brivitz.

Overall beer volumes declined 5 per cent. Market share was reduced 0.5 per cent in the free pub trade where margins were maintained despite competitive discounting.

However, strong volume gains, led by Stella Artois and Boddington's, gave the group leadership in the take-home sector.

See Lex



Sir Michael Angus (center left) and Peter Jarvis, chief executive: best results came from pubs focused on food sales

QMH action group demand

By Peggy Hollinger

A GROUP of shareholders in Queens Moat Houses yesterday wrote to the chief executive of the heavily-indebted hotels company demanding copies of the controversial property valuations which show a difference of some £500m in its assets.

The letter comes just five days before the extraordinary meeting which was called when the company's net assets had fallen to less than half the called-up share capital.

It is widely expected, however, that the EGM will be adjourned until the annual meeting on November 29.

QMH recently announced a

loss of £1.04m, the second largest deficit in UK corporate history, and is in talks with bankers over refinancing its £1.18bn debt.

Mr Denis Woodhams, the former hotel manager who launched the QMH shareholder action group earlier this month, said yesterday that he was hoping to force an adjournment of the AGM until the valuations had been examined by independent bods.

"If we get enough support to vote against the 1992 accounts, it has to be adjourned," Mr Woodhams said.

Mr Woodhams wrote to Mr Andrew Coppel, the recently-appointed chief executive, on behalf of the action group

requesting copies of the valuations by Weatherall Green and Smith and Jones Lang Wootton.

He also requested details of any properties identified for disposal by the new management.

QMH refused to comment on whether it would comply with Mr Woodhams' requests. However, it is thought unlikely the information will be made available.

Mr Coppel said yesterday he shared the action group's concern to protect shareholders' interests, large and small, in trying to achieve a recovery of this group. To that extent our interests are aligned," he said.

"If we get enough support to vote against the 1992 accounts, it has to be adjourned," Mr Woodhams said.

Mr Woodhams wrote to Mr Andrew Coppel, the recently-appointed chief executive, on behalf of the action group

Thomas Locker £329,000 in red

Thomas Locker (Holdings), the engineering equipment maker, fell into losses of £329,000 for the six months to the end of September, against profits of £188,000. Turnover was down from £18.7m to £17.5m.

The company blamed a decline in orders for companies serving the European capital goods markets.

Losses per share were 0.67p (earnings 0.4p). The interim dividend is 0.2p (0.3p).

Losses at 600 rise to £1.6m

With no sign of a recovery in the European capital goods market, pre-tax losses at 600 Group, the engineering equipment manufacturer, increased from £240,000, adjusted for FRS 3, to £1.6m for the six months to September 30.

Turnover fell to 244.9m (£29.4m). Prof Michael Wright, chairman, said it was due to a downturn in the European machine tool market, particularly in Germany, and a further deterioration in the con-

struction related mechanical handling market in the UK.

The shares fell 6p to 36p.

The result was helped by a £1.3m (£246,000) credit from the actuarial valuation of its UK pension scheme.

Prof Wright said that despite significant progress in rationalising and restructuring the results remained disappointing.

Losses per share were 3.8p (1.3p). The dividend is halved at 0.5p.

Tight cost control helps Grampian to 7.7% rise

GRAMPIAN Television, the Aberdeen-based ITV company, lifted pre-tax profits by 7.7 per cent in the six months to August 31.

Mr Calum MacLeod, chairman, said the rise reflected the continuing tight control of costs supported by some improvement in the advertising market.

Profits rose to £1.55m (£1.44m) on turnover down at £9.37m (£10.1m). With operating expenses lower at £8.15m (£8.87m), operating profits emerged at £1.71m (£1.19m).

The Channel 3 licence payment/exchequer levy was £360,000.

Earnings per share advanced to 7.3p (6.17p) from which a

raised interim dividend of 1.5p (1.1p) is declared. The directors said they wanted to reduce the disparity between the interim and the final payments.

Mr MacLeod said the advertising improvement had limited the fall in revenue from the loss of Channel 4 sales, and that Grampian had increased its share of network advertising revenue. It recently moved from TVM, Scottish Television's joint venture with ITV, to the Time Exchange sales house.

Glensburnie, the property investment and development subsidiary, lifted its profits by 14 per cent to £463,000 (£405,000) through higher rental income.

Wentworth quote at risk

THE USM quote of Wentworth International could be cancelled following the result of its recent rights issue.

The plastic packaging products group has received acceptances for 234.5m of the 380.5m new shares offered at 24p on a 7-for-2 basis.

However, the acceptances include some 233.2m shares (about 61.3 per cent) which Monceau Investments, an arm of Banque Indosuez, had irreversibly undertaken to apply

for. Attempts will be made to sell the balance in the market at a premium to the rights issue price. The shares closed unchanged at 14p.

If no further buyers are secured by close of business today Monceau and Banque Indosuez will hold 91.15 per cent of the enlarged issued capital.

Under Stock Exchange rules an insufficient proportion of the share capital will be in public hands and the company's USM quote will be cancelled. A further announcement will be made "as soon as practicable".

Wentworth reported pre-tax losses of 25.4m (£4.05m) for the year to March 31.

Meanwhile, its balance sheet has continued to weaken with shareholders' funds shrinking to £34.9m at the end of September from £62.2m a year earlier.

The shares fall 2p to close at 16p.

Serif also announced yesterday that it had applied to join the Official List.

The rights, which will triple the issued share capital, is fully underwritten by Credit Lyonnais Leasing. To improve the liquidity and marketability of the shares the directors

British Gas £225m in red for third quarter

By Robert Corzine

BRITISH GAS has blamed regulatory pressures, leading to a loss of market share to independent competitors and price cuts to consumers, as the main reason for a sharp deterioration in its third quarter performance.

The net loss for the quarter, the period of lowest demand for gas, was £225m on an historical cost basis against £190m last year. The loss was higher than most analysts expected and was evidence of "the declining profitability of the UK gas supply business arising from the regulatory squeeze," Mr Anderson said.

His warning came as Ferranti, the subject of a £1.5p a share rescue offer by GEC, announced a sharp rise in interim pre-tax losses from £10.9m to £19.4m.

"Our ability to win new business and efficiently to deliver systems and products to our customers have been severely damaged by the company's extremely tight liquidity," Mr Anderson said.

This has led to a progressive deterioration of the company's financial position, leaving the directors no choice but to recommend a rescue bid from GEC. The only alternative would be to ask the banks to appoint a receiver.

The deficit for the six months to September 30 was struck from turnover which shrank 17 per cent to £21.5m (£19.4m), including £1.3m (£9.3m) from discontinued operations.

During the period Ferranti won £86.2m of new business compared to £90.7m a year earlier. Accordingly, the order book fell from £249.1m to £164.5m.

At the operating level costs fell to 296.3m (£112.3m) as the group shed another 1,000 jobs. However, the operating loss grew to £5.3m (£2.9m).

Non-operating costs jumped to £1.0m (£3.7m) including £2.4m to cover surplus property costs in the UK and US, £1m in reorganisation and rationalisation costs and a £6.7m provision to cover two legal disputes.

The group's share of profits from the Ferranti-Thomson Sonar Systems joint venture doubled to £200,000 (£200,000), and interest costs fell to £4.0m (5.5m) via a 2-for-1 rights issue of 45.5m shares at 14p.

The company said that without the rights the ability to trade would depend on the support of its bankers, which might not be forthcoming.

The shares fall 2p to close at 16p.

Serif also announced yesterday that it had applied to join the Official List.

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ers if the government implemented the recommendation of the Monopolies and Mergers Commission that British Gas' trading arm be divested from the gas transportation division.

"These increasing losses carry a political health warning. If the government wants to divest British Gas trading as a profitable business, gas bills for 18m voters will first need to go up by several percentage points on top of a 17.5 per cent VAT increase."

Mr Michael Heseltine, trade and industry secretary, is considering the MMC recommendations, and is expected to decide by the end of the year or early 1994 whether to implement them.

British Gas yesterday called for an early decision to enable the company to make decisions on large investments. Mr Philip Rogerson, finance director, said large-scale capital spending would remain on hold until the government announced what the company's future structure would be.

The latest results highlighted the growing competition in the gas industry, with British Gas's share in the firm contract market, which supplies gas to large industrial and commercial users, falling to 34 per cent. Increased competition has also led to lower prices being charged for large users.

Serif calls for £4.9m and applies for full listing

By Jean Marshall

SERIF, the USM-quoted specialist printing and packaging group, is raising about £4.9m via a 2-for-1 rights issue of 45.5m shares at 14p.

The company said that without the rights the ability to trade would depend on the support of its bankers, which might not be forthcoming.

The shares fall 2p to close at 16p.

Serif also announced yesterday that it had applied to join the Official List.

The rights, which will triple the issued share capital, is fully underwritten by Credit Lyonnais Leasing. To improve the liquidity and marketability of the shares the directors

intend to apply for just 300,000 shares.

Serif, which reduced its pre-tax loss to £494,000 (£571,000) for the half year to June 30, has undergone a reorganisation and rationalisation programme during the last two years. Non-core activities have been disposed of and there are now two operating divisions, Cowell based in Ipswich and Spottiswoode Ballantyne, based in Colchester.

Although the second half was likely to produce a further loss, directors said that efforts to control costs and improve margins were continuing. The current investment programme was largely completed and they felt the outlook for the company was improving.

Camco float could raise \$261m

THE flotation of Camco, the US oil services company, is expected to raise between \$223m and \$261m (£156m-£217m) for the UK media and entertainment group, according to initial indications of the pricing.

The company, which plans to

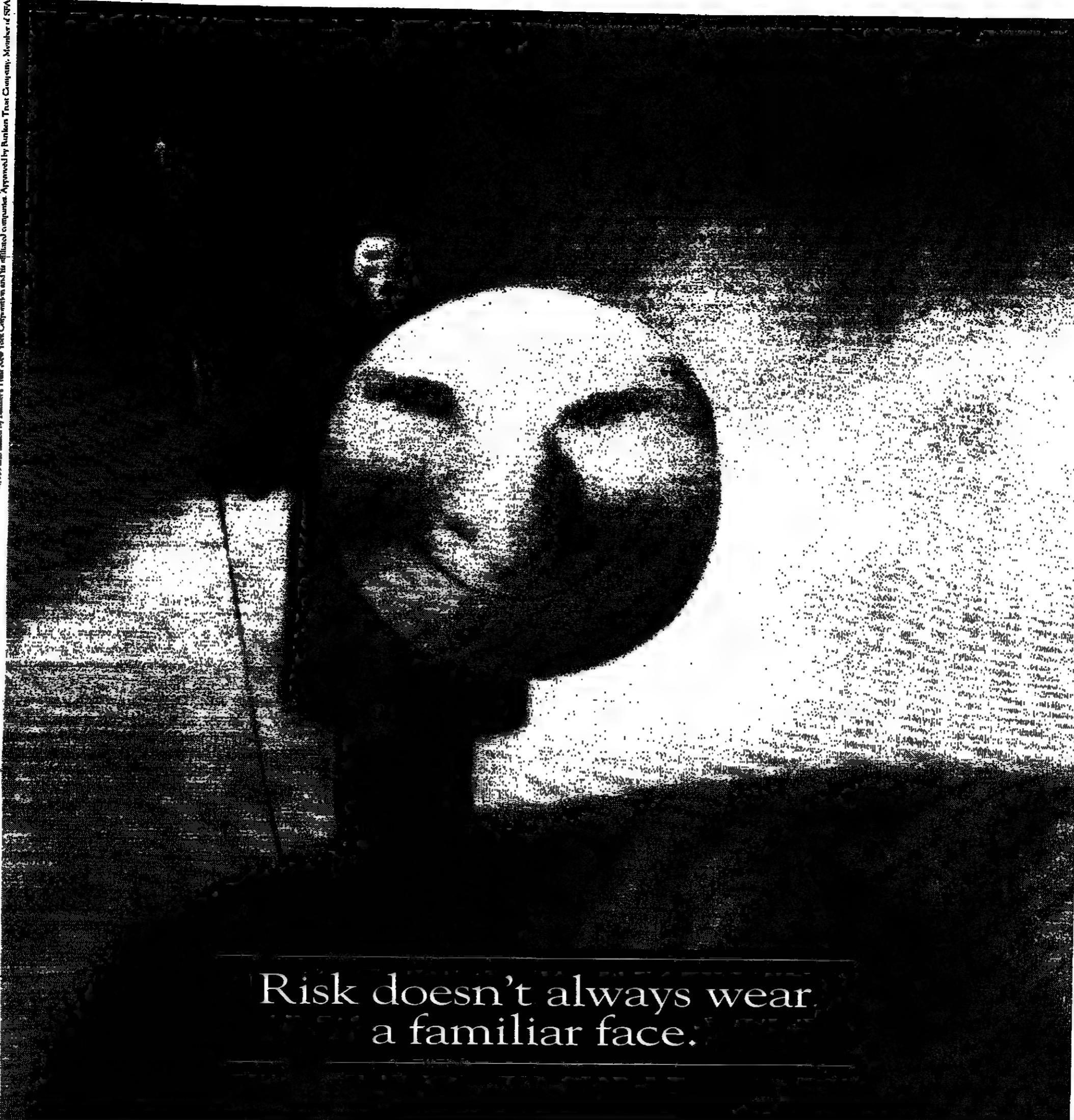
DIVIDENDS ANNOUNCED		Current payment	Date of payment	Coupon dividend	Total for year	Total last year
Bechtel	Int	1.5	Jan 14	nil	2	nil
Brookhaven	Int	3	Dec 31	2.2	-	7.5
Cable & Wireless	Int	2.5	Feb 28	2.375	-	7.425
Chesil Works	Int	85	-	75	-	225
Howard Group	Int	1.5	Dec 31	1.3	-	3.3
Glenmark	Int	1.5	Feb 28	1.4	2.75	3.2
Grampian TV	Int	1.5	-	1.1	-	6.7
Heath (CPE)	Int	1	Jan 6			

British Gas
25m in
third qu

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It's hard enough to recognise risk at home. But venture abroad and risk is even more disguised. That's when it's good to have the institution that's dedicated to managing risk at your side. Bankers Trust.

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Increased premiums help Willis Corroon

By Richard Lapper

HIGHER PREMIUM rates and the strength of the dollar helped Willis Corroon, the insurance broker, increase pre-tax profits by 15 per cent to £70.1m for first nine months of 1993, against £60.9m.

Profits in the third quarter, excluding discontinued underwriting operations in the UK, rose by 31 per cent to £23.9m.

Turnover for the nine months increased to £536.4m (£472.4m) including £3.7m (£1.9m) from discontinued operations. Earnings per share were 10.4p (9.9p) a fourth interim dividend of 1.65p is declared for a total of 6.65p (13.2p).

Reflecting higher rates in the reinsurance market and in UK direct insurance business, brokerage and fee revenue grew by 3.5 per cent in underlying terms. Willis warned, however, that "in the US market most premium rates, other than those for highly exposed property risks, are still depressed by competition".

Foreign exchange rate movements and in particular the strength of the dollar contributed £6.1m to profits, offsetting a fall in investment income to £59.9m (£41.9m).

York Water ahead to £1.4m

From turnover up from £3.66m to £3.92m, pre-tax profits of York Waterworks, the water supplier, moved ahead from £1.28m to £1.41m for the six months ended September 30.

Earnings per share were 15.7p (13.5p) while the interim dividend is increased to 3.3p (3.05p).

Directors said that seasonal factors meant that the second half's performance would not be as good as the first.

Exceptional helps lift CE Heath to £14.9m

By Richard Lapper

CE HEATH, the insurance broker, yesterday reported a jump in pre-tax profits from £4.15m to £14.9m for the six months to September 30.

Exceptional items accounted for 27.5m of the improvement - a credit of £3.36m contrasting with a loss of 24.7m last time - but rising insurance rates and the strength of the US and Australian dollars helped boost brokerage profits by 59 per cent to £5.8m.

Earnings per share amounted to 90p against losses of 0.2p. Before exceptional items, earnings rose by 48 per cent to 10.9p. The interim dividend is unchanged at 5p.

"Underpinning these results has been the rigorous expense control exercise commenced earlier this year," said Mr Michael Kier, chairman. Bro-

kerage turnover rose 11 per cent to £56.6m and by 3 per cent in underlying terms. Expenses rose by less than 1 per cent and investment income fell by 7 per cent.

Some £2.7m of the higher turnover was due to currency factors. Underwriting profits, which stem from Heath's minority stake in HH, the Australian insurer, increased to 24.5m (£4.2m). Heath reduced its stake in the company to 26 per cent in August with the profit from the sale producing an exceptional item of £3.8m.

The run-off at CE Heath Underwriting & Insurance produced a loss of £800,000. Computer services performed well with pre-tax profits increasing to £2.1m, compared with £1.7m. Peterborough Software produced profits of £1.7m on turnover of £14.3m.

"Underpinning these results has been the rigorous expense control exercise commenced earlier this year," said Mr Michael Kier, chairman. Bro-

COMMENT

Heath is making positive progress in increasing brokerage revenues and reducing expenses and investment income fell by 7 per cent.

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Clydesdale advances 51%

By James Buxton, Scottish Correspondent

CLYDESDALE BANK, the Scottish bank owned by National Australia Bank, increased pre-tax profits by 51 per cent to a record £89.2m in the year ended September 30.

Sir David Nickson, chairman, attributed the improvement on last year's outcome of £59m to a combination of improved trading volumes and reduced costs.

Operating profit was £127.4m (£96.3m) before a record charge for bad debts of £38.3m (£37.4m).

The charge, which the bank said reflected the depth of the recession, represented 0.8 per cent of total lending assets and the trend improved in the second half.

Sir David said pre-tax profits would have exceeded £100m

but for a £12.8m restructuring provision for relating to expected redundancies in connection with the project to centralise back-office processing in two centres, and to the opening of a single centre for dealing with telephone inquiries.

The project, announced in September, entails the loss of 1,400 jobs, mostly in branches, and the creation of 600 new jobs.

Mr Charles Love, chief executive, said net interest income had risen by 10 per cent, despite the fall in base rates, while commissions and other income had expanded by 11 per cent.

The bank's mortgage lending grew by 16 per cent.

The cost/income ratio fell from 64.8 per cent to 57 per cent before taking account of restructuring costs.

Clydesdale said the fall was mainly because of the coming

through of savings from the restructuring of the headquarters operations from 1991, which had also involved job losses.

Overheads before restructuring costs fell by 3 per cent, comprising a fall in staff costs of 5 per cent and a reduction in other overheads of 1 per cent.

Mr Love, a former senior TSB executive who took over last year, has brought in a number of new senior staff, including Mr Peter Aslett, finance director, who came from British Petroleum.

He said the trend of business in Scotland was "more positive than negative" but the Scottish economy would improve more slowly than that of the south of England.

Total assets were down 3.3 per cent at £25.55bn, reflecting lower treasury activity in money markets.

The bank reported a pre-tax return on shareholders' funds of 44.5 per cent (18.1 per cent) in the year to September 30. Almost all the increase in pre-tax profits came from the halving of loan loss provisions to £68.3m (£133.9m).

Net interest income rose

Lower provisions behind jump at Yorkshire Bank

By John Marshall

YORKSHIRE BANK, the National Australia Bank subsidiary, yesterday disclosed doubled pre-tax profits of £123.3m, against £66.6m, after raising its share of personal sector lending, and current and savings accounts.

The bank reported a pre-tax return on shareholders' funds of 44.5 per cent (18.1 per cent) in the year to September 30. Almost all the increase in pre-tax profits came from the halving of loan loss provisions to £68.3m (£133.9m).

Net interest income rose

marginally to £275.8m (£273.8m) and other operating income rose to £106.7m (£98.7m). Operating expenses

rose to £182.3m (£174.1m).

The bank said it had achieved volume and market share growth in several markets. New account volumes increased by 9 per cent to £47,000, and retail credit balances rose by 12 per cent to £2.4m pre-tax for the half year to October 1.

In common with other banks it raised the number of residential mortgages, advancing 1,400 loans, a 49 per cent increase on 1991-92. The bank has opened an additional five branches in the south of England.

Mr David Knight, chief executive, said the bank had produced "excellent results" despite difficult economic conditions.

Lucas dismisses pay rumours

By Paul Chesseright, Midlands Correspondent

MR GEORGE Simpson, who takes over as chief executive at Lucas Industries, the international engineering group, next May, will be paid the market rate, Sir Anthony Gill, chairman and current chief executive, said yesterday.

Talking after a tranquil annual meeting in Solihull yesterday, Sir Anthony dismissed as "rubbish" widespread suggestions that Mr Simpson's remuneration package is worth millions of pounds.

"We are worshippers of the market. We live by the market," he said. This suggests that Mr Simpson will receive pay at or around the level received by Sir Anthony - £355,000 a year.

It will be topped up by a performance bonus, which on the basis of past practice at Lucas, could amount to between 10 and 12.5 per cent of his salary.

Mr Simpson will also receive a so far unspecified number of share options. When Mr John Grant last year became finance director he received options on 308,000 shares at what now

looks a low price of 99p a share.

Mr Simpson can expect more shares but at a higher price. Sir Anthony owns 860,000 shares and has options on a further 948,714.

Mr Simpson's arrival at Lucas presages further management changes. The group is splitting up the post of chief executive and chairman, with

Porter Chadburn cuts interim deficit to £1.4m

By John Marshall

Turover declined to £63.3m (£67.4m). Exceptional charges, mainly provisions for withdrawing from certain loss-making operations, accounted for £875,000 compared with £7m previously.

Packaging returned operating profits of £1.66m (£1.25m) on turnover of £20m (£23.4m), consumer products incurred a loss of £1.3m (profits £729,000) on turnover of £27.2m (£30.6m) while specialist distribution profits fell from £279,000 to £179,000 on turnover of £23.75m (£31.3m).

They are omitting the interim dividend (0.65p) and said the level of final would depend on the full year results and trading prospects at that time. The shares fell 3p to 15p.

NEWS DIGEST

Bett Bros in the black with £4.4m

BETT BROTHERS, the Dundee-based property, building and leisure group, returned profits of £24.36m pre-tax for the year to end-August. That compared with a restated deficit of £2.7m.

The results benefited from the release of a property provision amounting to £2.4m, property gains of £207,500 (losses £1.9m) and a reduction in interest charges to £742,000 (£945,000).

Earnings emerged at 7.83p (losses 45.2p). A final dividend of 1.5p makes a 2p (nil) total. Year-end borrowings stood at £7.2m (£6.9m), giving gearing of 62 per cent (69 per cent).

The shares closed 10p higher at 10p.

Trio shares drop on profit warning

Trio Holdings, the revamped investment trust, warned yesterday that although it continued to trade satisfactorily, its results for the year to September 30 were not expected to meet market expectations.

Directors said they had noted the recent movement in the share price, which last night closed 10p down at 51p.

The results, which will be announced in December, included eight and a half months trading of Martin Hierbarn, which was acquired in January.

The shares rose 10p to 50p.

Brockhampton hits £3.43m

Profits at Brockhampton Holdings, parent of Portsmouth Water, advanced from £1.87m to £3.43m pre-tax for the six months to September 30.

Turnover of £12.7m (£11.8m)

reflected an 8 per cent lift in charged earnings rose to 30.5p (15.5p) and the interim dividend is boosted to 3p (2.2p).

Profits benefited from a surplus on the disposal of a site at Bogart, a temporary shortfall in the annual investment in mains renewals (which will be rectified in the second half) and control of operating costs.

Although a weaker second half was expected, the group still looked for a "satisfactory outcome" for the year as a whole. The shares rose 10p to 40p.

Martin Currie net assets improve

Net asset value per share of Martin Currie European Investment Trust stood at 117.7p at October 31. That compared with 82.6p 12 months earlier and 93.8p at April 30.

Attributable profits for the half year declined to £299,000 (£174,000), equal to earnings of 0.45p (0.76p) per share.

Rubberoid offer oversubscribed

The share offer for Rubberoid, the roofing subsidiary Tarmac is spinning off to the market, has been oversubscribed.

A further announcement as to the level of subscription and the basis of allocation of shares is expected to be made today.

More than 50m shares - 65 per cent of the issue - are being placed firm with institutions. The balance of 15.5m shares is being placed under the offer. At the flotation price of 150p, Rubberoid was valued at about £72m.

The issue is expected to raise

£88.8m for existing shareholders and the remaining £1.8m were offered to intermediaries, in accordance with Stock Exchange rules, subject to £15.12m being set aside for eligible listed employees and 324,737 being reserved for independent marketmakers.

In the event, employees applied for 116,700 shares, which will be satisfied in full.

Valid applications in respect of 4,216 shares were received from intermediaries for the 5.87m shares available under the intermediaries offer, which will be satisfied in full.

The balance of 1.46m shares will be taken up by Hoare Govett clients.

Forward Group rises to £930,000

Interim profits at Forward Group, the USM-traded printed circuit board maker, rose from £491,000 to £590,000 pre-tax, of which acquisitions contributed £200,000.

Turnover for the six months to July 31 of £10.2m (£9.7m) included £2.9m from acquisitions.

Earnings worked through at 8p (4.5p) and the interim dividend is lifted to 8p (1.3p).

CORRECTION NOTICE

Amendment to interest amount payable.

MAES Funding No. 2 PLC

£300,000,000

Mortgage Backed

Floating Rate Notes due 2017

Notice is hereby given that the rate of interest has been

fixed at 6.1275% for the

interest period 11th November, 1993 to 11th

February, 1994.

The interest amount payable

on 11th February, 1994 will be £602,400 in respect of each

£36,600 Principal Amount

Outstanding of each Note.

Condition Imposed

Agent Bank

COMPANY NEWS: UK

Travel agency sale lifts Hogg Robinson to £14m

By Michael Skapinker, Leisure Industries Correspondent

HOGG ROBINSON, the business travel, financial services and transport group, yesterday reported that the sale of its travel agency chain to Airbours last June helped boost half-year profits from £10.1m to £14.3m.

A strong performance from the remaining business travel division outweighed lacklustre performances in financial services and transport.

Turnover for the six months to September 30 fell to £78.8m (£89.5m). Operating profit from continuing operations rose to £1.55m (£2.47m). The interim dividend goes up to 2.75p (2.6p).

Merchant Retail falls into the red

Difficult trading conditions and losses on disposal of businesses left Merchant Retail Group with pre-tax losses of £21,000 for the half year to September 25, against profits of £467,000.

The company said trading was particularly difficult at Normans, the supermarket chain in the south-west of England.

Despite good performances by the two recent openings, sales declined by 1 per cent and margins remained under pressure.

Sales at Joplings, the north-east of England department store chain, were up 3 per cent and margins had improved slightly.

The Perfume Shop, where the number of branches had doubled to 18, showed losses of £202,000 which was lower than budgeted. However, the expansion was making the group more dependent on second half trading.

There were losses of £225,000 on the sale of Sharmans and Town & Country Manner.

The shares fell 3p to close at 12p.

Turnover was £50.3m (£51.2m) for operating profits of £1.08m (£1.41m). Interest charges were lower at £28.600 (£31.2m).

Losses per share were 4.10p (earnings 0.44p). The interim dividend is cut to 0.3p (0.35p).

Heavy demand for Hozelock

Demand has been heavy for shares in Hozelock, the garden equipment manufacturer continuing to the market with a valuation of £260m, writes David Blackwell.

Barclays de Zoete Wedd said yesterday it had received valid applications for 11.6m 5p shares at the issue price of 250p, making the offer 2.1 times subscribed.

A total of 5.8m shares were available to intermediaries, who have been allocated 47.5 per cent of shares applied for.

payable from earnings of 17.28p (9.35p) per share.

The pre-tax profit figure includes a 25.7m net book gain from the sale of the travel chain. The result includes only a three-month contribution of £1.2m from the chain, compared with a six month figure of £2.45m last year.

Mr Brian Perry, chairman, said the business travel division now had 34 of the leading 100 UK quoted companies as customers. Business travel operating profits increased to £1.62m (£900,000).

Operating profits at the financial services division were only marginally ahead at £2.35m (£2.34m). The group said the division had suffered

as companies had deferred decisions on pensions while they awaited the outcome of expected legislative changes. The prospect of change is, however, expected to boost demand for short-term consultancy work.

Operating profits at the transport division fell to £2.5m (£3.17m). European trailer and port operations performed well, but air freight suffered from low volumes and reduced margins.

The group added that it had experienced a marked lull in cargo movements to the Falkland Islands, which had adversely affected yields on its regular shipping services to the South Atlantic.

US gas sales offset tax changes at Hardy Oil

By Robert Corrigan

THE BUOYANCY of the US market for natural gas helped lift half-year turnover at Hardy Oil & Gas, the independent exploration and production company, by 40 per cent to £23.5m in the half year to September 30, compared with £21.1m.

However, the negative impact of recent UK tax changes resulted in after-tax profits sinking by 17 per cent to £2.35m (£2.45m). Earnings per share were 3.8p (3p).

The company yesterday confirmed that the government's removal of tax concessions for exploration activities in last March's Budget was affecting short-term cash flow and earnings. Its Petroleum Revenue Tax credit in the period was £1.65m, against £1.1m.

Mr Douglas Baker, chairman, said the change had "adversely affected the risk/reward ratio of exploration in the United Kingdom continental shelf". He added that Hardy would continue to explore in UK waters, but "opportunities there will have to be

more rigorously justified". The effect of the UK tax changes were partially offset by Hardy's strong position in the US, which accounted for half of group operating profits, which almost doubled to £6m (£3.2m). The US contribution was £3.12m (£384,000), the result of higher volumes, stronger US gas prices and positive foreign exchange movements.

Pre-tax profits were £1.14m (£527,000). Earnings per share were 3.8p (3p).

Mr Baker noted that Hardy's high levels of gas production, accounting for two thirds of current output, had reduced its vulnerability to low oil prices.

He predicted that Hardy would continue to benefit from rising gas production in the US, where prices remained buoyant because of seasonal high demand.

The group's operating cash flow, even at current levels, should substantially exceed that for last year," he added.

The company also pointed to exploration successes in Canada and Pakistan as positive factors for future growth.

Apartment sales help Regalian to cut losses

By David Blackwell

REGALIAN Properties yesterday announced losses sharply reduced from £21.3m to £6.900 for the six months to September 30.

Mr David Goldstone, chairman, said the outcome showed that the group had survived recession and turned the corner.

While the situation remained difficult on the commercial side, "there is just that slight buzz in the residential market," he said.

The improvement was chiefly attributable to the sale of 16 out of 20 apartments at Kensington Palace Gardens, the luxury block near Kensington Palace. Sales of the group's London portfolio had made dramatic progress, he said, adding that only seven

apartments were now left to sell.

The recently announced joint venture to convert Alemic House, on the south bank of the Thames opposite the Houses of Parliament, from an office block to residential apartments marked a turning point in the group's fortunes, he suggested.

Net debt at the end of September was down to £21m, compared with £54.5m at the end of March. Net interest payable fell from £4.65m to £1.32m. There were no provisions against the portfolio, compared with £18.3m last time.

Total turnover rose to £50.5m compared with a previous £48.2m.

Losses per share were 0.74p, down from 1.22p. Net assets per share were 35.76p (£6.1p). The shares rose 2p to 23.5p.

Ugland starts trading at 108p

By David Blackwell

SHARES IN Ugland International, formerly Bristol Channel Ship Repairs, started trading yesterday at 108p.

The shares were suspended in August at 8p pending the reorganisation of the company which was completed on Monday.

The company is offering a further 19.95m shares through a rights issue at 108p. The new company will have 24m shares in issue and a market capitalisation of about £26m.

The rights, underwritten by Nomura International, will raise almost £15m net of expenses. £1.2m (£1.05m) will be used to buy Ugland Brothers, a ship management business, UK Shipping, which owns nine general cargo vessels, and a deep sea car-carrying vessel.

Mr Andreas Ugland, chairman, and his family interests hold some 30 per cent of the shares and are taking up their rights in full.

The board believes that the combination of the former BCSC repair operations in Swansea and the Ugland businesses will "provide the foundations for a significant integrated international shipping group."

Joint stockbrokers to the rights issue, which closes on December 8, are Kleinwort Benson in the UK and Fondiarns in Norway, where the company will seek a listing next month.

Barratt urges Budget caution

By Andrew Taylor, Construction Correspondent

SIR LAWRIE Barratt yesterday joined the growing number of construction company chiefs to appeal to the government not to damage the housing market in the Budget.

Sir Lawrie, chairman of Barratt, one of Britain's best known housebuilders, told shareholders at the company's annual meeting that speculation about measures in the Budget had dent the confidence of potential purchasers during the past two months.

Construction companies and building materials suppliers are concerned that the chancellor may damage one of the few markets showing signs of recovery by further reducing the rate of mortgage tax relief.

This is already planned to fall from 35 per cent to 30 per cent from next April.

Sir Lawrie said that any further reduction could undermine the modest improvement in house sales achieved this year. He said that the company



Sir Lawrie Barratt: modest improvement in house sales this year

had increased house sales by 25 per cent since July 1 compared with the corresponding period.

Comparisons, however, were against a severely disrupted

Nevertheless, the group expected to achieve its target of 5,750 houses in the current financial year, Sir Lawrie said.

The housing market in the US was also improving. Sales since July 1 were 15 per cent higher than during the corresponding period last year.

• Mr Peter Parkin, chairman of Raine, the housebuilder and contractor, also reported a rise in new house sales compared with "the exceptionally low levels of the comparative period last year."

Mr Parkin, speaking at the annual meeting, said the group had experienced its "traditional autumn surge in interest from potential home buyers" with strong rises in visitor levels and net reservations.

The southern Californian market, unlike other parts of the US, was still experiencing difficulties, said Mr Parkin.

He added that if the UK housing market remained buoyant, borrowings at the end of the financial year would be only slightly higher than at end-June this year.

DFS share allocation

In respect of the 17.51m DFS Furniture Company shares made available to the public from the initial 50,023m shares offered, some 16,331 valid applications were received for a total of 23.14m shares.

The basis of allocation for the offer, which was 1.3 times subscribed was:

Between 200 and 9,000 shares - 100 per cent; between 10,000 and 70,000 - 90 per cent; between 80,000 and 100,000 - 80 per cent; between 110,000 and 190,000 - 70 per cent; between 200,000 and 380,000 - 60 per cent; between 400,000 and 1m - 50 per cent; more than 1m shares - 25 per cent.

Millwall's lossmaking run continues with £1.1m deficit

By Christine Buckley

MILLWALL, the USM-quoted football company, yesterday continued its lossmaking run with pre-tax losses of £1.06m for the 12 months to May 31.

However, this marked a significant improvement over the comparable deficit of £2.64m.

Joint stockbrokers to the rights issue, which closes on December 8, are Kleinwort Benson in the UK and Fondiarns in Norway, where the company will seek a listing next month.

Millwall was floated at 20p a share. Yesterday the shares stood at 3p, a fall of 4p on the day.

Turnover was £2.67m

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- Turnover continues to grow strongly - up by 34%.
- Earnings per share up by 23% to 11.1p.
- Net gearing at 30th September 10%.

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Cable and Wireless plc, 124 Theobalds Road, London WC1X 8RX.

Interim dividend of 2.6p payable 28th February 1994 to Shareholders on the Register at 23rd December 1993. If you have any enquiries as a Cable & Wireless Shareholder, please call us on +44-71-315-4455. A copy of the Interim Report will be posted to Shareholders on 23rd November 1993.

THE BUSINESS SECTION appears Every Tuesday & Saturday. Please contact Melanie Miles on 071-873 3308 or write to her at The Financial Times, One Southwark Bridge, London SE1 9HL.

Mortgage Intermediary Note Issuer (No.1) Amsterdam B.V.
For the three month period from 18th November, 1993 to 18th February, 1994 the Notes will have interest at the rate of 5.9775 per cent per annum. The coupon amount per £25,000 Note will be £374.16 payable on 18th February, 1994.
Morgan Grenfell & Co. Limited Agent Bank

BRITANNIA BUILDING SOCIETY £125,000,000 Floating Rate Notes Due 1995
In accordance with the terms and conditions of the Notes, notice is hereby given that for the three month interest period from (and including) 18th November 1993 to (but excluding) 18th February 1994 the Notes will carry a rate of interest of 5.6625 per cent. per annum. The relevant interest payment date will be 18th February 1994. The coupon amount per £100,000 Note will be £52.73 and per £100,000 will be £1,427.26 payable against surrender of Coupon No. 20. Hambros Bank Limited Agent Bank

COMMODITIES AND AGRICULTURE

Saudis face pressure for oil production cut

By Mark Nicholson in Riyadh and Robert Corzine in London

PRESSURE IS likely to grow on Saudi Arabia over the next few days to take the lead in cutting oil production in order to underpin weak prices, according to analysts.

Saudi Arabian officials have refused to comment on their stance at next week's meeting in Vienna of oil ministers from the Organisation of Petroleum Exporting Countries, although one said "price is an important key issue".

But he warned that any action undertaken by Opec next week would have to be "delivered", adding: "Any action

Norske Shell, the Norwegian unit of the Royal/Dutch Shell group, said yesterday that oil leaking from a storage tank on its Nkr2bn Draugen platform had ceased and that traces of oil seen at a joint on another tank had disappeared, writes Karen Fossli in Oslo.

The leak was discovered late on Sunday and production was halted for 36 hours. Norske Shell estimated the volume of oil leaked at less

than 10 cu m and said none had been seen on the surface. The tank is being examined by a camera on an remotely-operated vehicle.

The authorities are being continuously updated on the results of the investigations. These results are also sent to NC for investigation and use in the efforts to determine the cause, effects and methods of sealing the leaky source," Shell said.

which will not deliver will not be followed."

In Tehran the Iranian news agency Isna reported that Opec ministers would have to consider a 3 to 5 per cent cut in the 4.23m-barrels a day production ceiling set in September.

Mr Joseph Stanislaw, manag-

ing director of Cambridge Energy Associates in Paris, predicted that Saudi participation in "getting the volume down by about 300,000 barrels a day would have a very strong effect on the markets".

The Saudi official professed, however, to being "baffled" by the market's softness, which

price weakness.

"At the time when Opec is making every effort to decrease our production, there has been a consistent increase by others," said the official, pointing out that Norway's output has risen in recent weeks and that Oman, also outside Opec, last week announced record output levels of 800,000 b/d - a 50,000 b/d

on last year's average.

The Saudi official flatly denied that the kingdom's decision to hold output at 8m b/d under the September accord, while other states were permitted a slight rise in production, signalled a return to being the cartel's swing producer.

Prolonged drought delays sowing of Greek winter wheat

By Kostis Hops in Athens

GREEK FARMERS have had to postpone sowing winter wheat this autumn, because of a severe drought affecting much of the country. The first rainfall in six months in Thessaly, the main grain-producing region, came last week but was not enough to soften the ground for sowing.

Hard wheat output in Greece averages about 1.4m tonnes yearly, of which 80 per cent is exported. This year's crop amounted to only 800,000 tonnes, even though farmers in drought-stricken districts resorted to irrigating the wheat crop.

Soft wheat output fell to 900,000 tonnes compared with 1.9m tonnes last year. How-

ever, exports have not been affected as durum wheat reserves are high after a bumper harvest in 1992, amounting to 1.8m tonnes.

Production of maize, which relies on intensive irrigation to achieve adequate yields, dropped by 25 per cent to about

1m tonnes this year.

"It is clear that after three dry winters in the past five years, reserves of ground water are getting dangerously low," said Mr Paris Diamandouros of Diamandouros Brothers, a leading grain exporter.

Greece's main winter crops, olives and citrus, will also be affected by the drought. The agriculture ministry's initial estimates suggest that yields will be down by 20 and 25 per cent respectively, unless rainfall is heavy over the next month.

The ministry has not yet calculated the cost of the drought, but independent analysts reckon it will amount to at least \$400m in lost production.

Citrus output could fall to about 800,000 tonnes, according to early estimates from growers. Production of olive oil is not likely to exceed 220,000 tonnes this season, down from 280,000 tonnes last year.

While growers in western Greece, where rainfall has been close to normal levels, forecast an average crop, pro-

Sharp fall in world stocks may boost sugar prices

By Deborah Hargreaves

THE SHORTFALL world sugar production against consumption is expected to reach 1.58m tonnes for 1992-1993 – higher than previous forecasts – which could lead to a run-up in sugar prices next year.

Sugar prices moved higher on New York's Coffee, Sugar and Cocoa Exchange yesterday – in mid-morning's trading the March futures contract was 18

cents higher at 10.36 cents a lb.

The deficit in the sugar crop is expected to cause a draw down in world raw stocks of 2.15m tonnes (tonnes for storage) according to a review of the sugar industry published by C. Czernikow Sugar Futures, the London broker. Czernikow's previous review, published in August, predicted a stock reduction of 1.8m tonnes.

World sugar output is forecast to reach 11.27m tonnes in the 1992-1993 season – a slight increase on last year's 11.17m tonnes. But consumption in 1992 is expected to rise to 11.38m tonnes from 11.3m in the previous year.

World stocks are still sufficient to meet demand following the record production in 1991-1992. Mr Chris Pack at Czernikow said: "stocks are disappearing out of the system.

Production problems in India

are expected to lead to a crop not much above last year's depressed level, according to Czernikow, which has reduced its production estimate by 270,000 tonnes to 11.68m, compared with 11.53m tonnes in 1991-1992.

Mr Pack believes that India will have to be an active buyer of sugar next year as domestic consumption continues to rise, and its demand could support prices.

Newmont finds glittering prize in Peru

Sally Bowen on a gold project that is attracting the interest of other foreign miners

A GROUP of big-name international mining concerns is hard on the heels of Denver-based Newmont Mining's hugely successful new gold venture in the north-central Peruvian Andes. RTZ, Pacer Dome, American Barrick and Gennmin are among the overseas companies reported to be eager to snap up similar bargains among still-available concessions.

Minera Yanacocha poured its first gold on August 7 and is on target to deliver the \$36.5m capital investment in a staggeringly short seven months. Yanacocha is a joint venture between Newmont, the Peruvian mining group Buenaventura and Mine Or of France, a subsidiary of BRGM. The World Bank's International Finance Corporation came in at a late stage to take up 5 per cent of the shareholding.

"Nowhere in the world have we seen anything like this," says Mr Len Harris, Newmont's general manager in Peru. "And nowhere else have we received more co-operation from a government."

The disseminated low-grade deposit, some 45km from the Andean town of Cajamarca, has been documented for well

over a century. The original claim was staked by Cedimín, a company formed by BRGM and Buenaventura. Newmont entered into an exploration agreement with Cedimín in 1984 and has directed operations ever since.

What has finally made exploitation of the Yanacocha deposit feasible is the development of leaching techniques during the past decade. Newmont, now the largest gold producer in the US, pioneered the process.

Yanacocha is one of Peru's earliest experiences of the technique, already widely used in neighbouring Chile.

The ore at Yanacocha is exceptionally porous. After a little blasting it can be scooped up by loaders and trucked

straight to the leach-pads. There it is simply flattened by bulldozers prior to leaching. No crushing is required, which reduces costs considerably.

"It was always obvious that, technically, this was a marvelous deposit," says Mr Harris. "Security has been Newmont's prime concern, but it's just another risk in a risky business – and you resolve it by getting good people to protect you."

Carachugo's mineable reserves are reckoned to total 28.7m tonnes, giving the deposit a life of between five and six years. Average gold content is 1.6 grams a tonne – high for the leaching technique. Newmont profitably leaches gold with as little as

0.6 grams a tonne in its US mining operations.

Maqui Maqui could bump up total output from the Yanacocha concession to well in excess of 6m tonnes, say Newmont officials. And there are still more promising anomalies within the 26,000-hectare concession site.

Local groups have expressed fears of environmental damage from a possible escape of the cyanide solution used to leach the ore. Newmont officials say, however, that they are applying "the same stringent precautions in Peru as we would in the state of Nevada".

All pipes carrying the cyanide solution from leach-pads to plant run through plastic-coated channels; there are sophisticated monitoring devices to detect leaks; a large pond has been built to catch overflow in case of exceptionally heavy rainfall; and \$250,000 has been spent on the Canadian "Inco" process to neutralise the cyanide solution to drinking water standards if it ever became necessary to discharge the solution.

"We're doing more here than the law calls for," says Mr Harris. "That's right – it's also good business."

the end-product – dore bullion ingots containing 80 per cent gold and 40 per cent silver – is handled by Johnson Matthey, the UK-based refiner, which is purchasing all Yanacocha's present output.

Newmont officials say output from the three mines in the Carachugo deposit, where work is at present concentrated, should top 260,000 tonnes next year. That would almost double Peru's official gold output level, according to Mr Daniel Hokama, the mines minister.

For 1993, prospects are even more glittering. Another deposit in the same concession area as Carachugo, known as Maqui Maqui, looks to be a bigger and higher grade orebody, says Mr Harris. Feasibility studies are now being completed by Kiborn of Canada and it is hoped that the Newmont board will give the go-ahead this month.

Carachugo's mineable reserves are reckoned to total 28.7m tonnes, giving the deposit a life of between five and six years. Average gold content is 1.6 grams a tonne – high for the leaching technique. Newmont profitably leaches gold with as little as

0.6 grams a tonne in its US mining operations.

Maqui Maqui could bump up total output from the Yanacocha concession to well in excess of 6m tonnes, say Newmont officials. And there are still more promising anomalies within the 26,000-hectare concession site.

Local groups have expressed fears of environmental damage from a possible escape of the cyanide solution used to leach the ore. Newmont officials say, however, that they are applying "the same stringent precautions in Peru as we would in the state of Nevada".

All pipes carrying the cyanide solution from leach-pads to plant run through plastic-coated channels; there are sophisticated monitoring devices to detect leaks; a large pond has been built to catch overflow in case of exceptionally heavy rainfall; and \$250,000 has been spent on the Canadian "Inco" process to neutralise the cyanide solution to drinking water standards if it ever became necessary to discharge the solution.

"We're doing more here than the law calls for," says Mr Harris. "That's right – it's also good business."

US producers seek big CIS aluminium cut

By Kenneth Gooding, Mining Correspondent

THE US ALUMINIUM industry yesterday urged its government to negotiate an immediate cut of 1.1m tonnes in Commonwealth of Independent States' aluminium production and for CIS exports of the metal next year to be held at a maximum of 500,000 tonnes.

This request was delivered ahead of multilateral negotiations in Washington next month between some of the major aluminium-producing countries.

The US Aluminium Association said that during the past 16 months 700,000 tonnes of annual capacity had been curtailed in the US and 5,000 workers laid off because of problems caused by a surge in CIS exports from 250,000 tonnes in 1988 to a projected 1.6m tonnes this year.

Mr Richard Hoidal, the chairman of the association, said that because of CIS domestic demand was so weak, production cuts were "the only feasible means" of achieving export targets.

Mr Alan Bekhor, managing director of Trans-Welt Metals, said to be the largest trader in CIS aluminium, claimed, however, that "Russian production has not increased, it has just been switched from domestic military applications to export".

Chicago traders tired of being early birds

By Laurie Morse in Chicago

improve exchange competitiveness.

• Lumber futures die hard. At the Chicago Board of Trade, where the opening bell for grain futures had rung at 9.30am for 100 years, traders are having trouble adjusting to starting work an hour earlier.

In response to a petition by disgruntled members, the exchange will on November 30 hold a vote on whether to ditch the new schedule.

The CBoT moved to an 8.30am opening in July in an effort to position its agricultural contracts more prominently in the European market.

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Shawn Lynch
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FOREIGN EXCHANGE

Nafta helps dollar

President Clinton's narrow triumph over the NAFTA was the cause for some movement in the dollar yesterday, even though the markets had assumed a success for the administration on the trade deal ahead of the actual vote, writes *Rachel Johnson*.

In early trading, the D-Mark continued its slide against other European currencies and the dollar, even though further falls were arrested by the decision of the Bundesbank not to cut either of the key lending rates at its regular meeting. It held fire and announced that its next two-week tender would be set at 6% per cent, a cut of four basis points from the lowest rate of 5.29 per cent in this week's pact.

The German discount rate remains at 5% per cent and the Lombard emergency financing rate at 6% per cent. The cut in the repo rate provided the cue for the dollar's high for the day of DML7146, after a previous close of DM2.7050. There was resistance to any rise above that level. It closed in London at DM2.7110.

"That should set the floor for the time being," said Mr Neil MacKinnon, chief economist at Citibank, the US bank. "Now the main speculation is about a

cut in French rates." The French had been using currency strength to rebuild their reserves but it now appears that the Franc was resilient enough to weather a cut in French interest rates.

After a high of FFY3.4580 against the D-Mark, the French franc closed in London at FFY3.4561.

After the Bundesbank's moves the dollar drifted down, reflecting the fact that the NAFTA decision had been well-anticipated in the market.

The release of weekly US unemployment figures did not manage to boost the currency any more than the trade deal, though expectations of a cut in German interest rates next month and improving economic data will keep expectations about the dollar rose.

The dollar's performance against the Yen was not particularly affected by the NAFTA outcome. Though the currency was helped by the news, deal-

ers waited to see what Mr Clinton would say to the Japanese prime minister. Today, Mr Clinton meets Asia-Pacific economic forum leaders to discuss the lifting of trade barriers and reduction of surpluses with Japan and China.

His success with NAFTA could help accelerate a trade agreement with Japan. As Japan holds a \$50bn trade surplus with Washington, any success in these talks should help the dollar against the yen.

In London, the release of a mixed bag of economic data in the form of a sharp fall in unemployment and weak credit data left sterling's generally firm across the board intact. The pound closed at £1.4770, unchanged on the previous day. Against the D-Mark, however, sterling benefited from the Bundesbank's decision to cut the repurchase rate. The pound closed at DM2.5175, after a previous DM2.5175.

EMS EUROPEAN CURRENCY UNIT RATES

Nov 16	Latest	Previous Close
1 Spot	1.0795-1.0798	1.0796-1.0800
1 month	0.93-0.9299	0.94-0.9399
2 months	0.92-0.9279	0.92-0.9269
3 months	0.92-0.9269	0.92-0.9259
Forward premium and discounts apply to the US dollar		

STERLING INDEX		Nov 16	Previous
US	80.9	81.0	81.0
8.00	80.9	81.0	81.0
10.00	80.9	81.0	81.0
11.00	80.9	81.0	81.0
1.00	80.9	81.0	81.0
2.00	80.9	81.0	81.0
3.00	80.9	81.0	81.0
4.00	80.9	81.0	81.0

CURRENCY RATES		Nov 16	Bank & Discount	Brokerage & Commodity	Commercial
	%	Bank	Brokerage	Commercial	Unit
US Dollar	-0.059866	0.761274			
Australian \$	1.12554				
Belgian Franc	1.67166	1.52579			
Canadian \$	0.51189	0.47784			
Danish Krone	0.7576	0.70000			
Dutch Guilder	2.86830	2.15778			
French Franc	4.5	3.74145	3.74145		
Japanese Yen	1.75	1.85325	1.85325		
Swiss Franc	1.45	1.3837	1.3837		
Swedish Krona	1.15	1.14718	1.14718		
UK Pound	1.15	1.15031	1.15031		
Irish Punt		0.95109	0.95109		

CURRENCY MOVEMENTS

Nov 16	Bank & Discount	Brokerage & Commodity	Commercial
US Dollar	80.9	81.0	81.0
Canadian \$	0.51	0.50	0.50
Australian \$	1.12554	1.52579	
Belgian Franc	1.67166	1.52579	
Canadian \$	0.51189	0.47784	
Danish Krone	0.7576	0.70000	
Dutch Guilder	2.86830	2.15778	
French Franc	4.5	3.74145	3.74145
Japanese Yen	1.75	1.85325	1.85325
Swiss Franc	1.45	1.3837	1.3837
Swedish Krona	1.15	1.14718	1.14718
UK Pound	1.15	1.15031	1.15031
Irish Punt		0.95109	0.95109

All bank rates refer to current, discount rates.

Yen rates are not quoted by the US, Spain and Ireland.

Forward movements and discounts apply to the US dollar and not to the individual currency.

Forward premiums and discounts apply to the eve of London trading. UK, Ireland and Ecu are quoted in US currency.

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Forward movements

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AMERICA

Dow falls on selling after Nafta news

Wall Street

US INVESTORS put the successful passage of Nafta through the House of Representatives behind them yesterday, and focused instead on rising bond yields. With profit-taking also in evidence, the result was a decline in share prices across the board, writes Patrick Harverison in New York.

At 1pm, the Dow Jones Industrial Average was down 27.39 at 3,676.96. The more broadly based Standard & Poor's 500 was 2.14 lower at 462.67, while the Amex composite was down 2.28 at 470.26, and the Nasdaq composite off 5.62 at 756.74. Trading volume on the NYSE was 165m shares by 1pm.

Although the equity markets had hoped that the House of Representatives would vote for Nafta, investors did not greet the good news with buying.

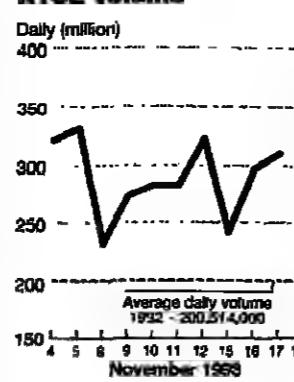
MEXICAN equities opened nearly 1 per cent ahead in response to US approval of Nafta, but then fell back as many investors decided that now was the time to take profits. At midday the IPC index was down 0.32 at 2,146. Some analysts expect the market to gain 30 per cent by March.

primarily because expectations of a successful outcome had already been discounted earlier in the week. Thus, the stage was set for some early losses as investors took more profits earned during the market's gains on Tuesday.

Another rise in bond yields also pressured prices lower at the opening. The bond market was reacting to the latest evidence that the economy was growing, in the form of a 30,000 decline in weekly jobless claims, and a stronger than expected Philadelphia Federal Reserve Bank report on local business activity.

Although the data should

NYSE volume



have been bullish for stocks, equity investors were more concerned by the latest rise in bond yields.

Trading in Chevron was halted because of an order imbalance on the sell side amid speculation that Pennzoil, a major shareholder, would sell its stake in the company. After refusing to comment, Pennzoil later confirmed that it had sold 8.2m shares in the oil group.

By early afternoon Chevron was down 0.32 at \$88.75, while Pennzoil, which was left with 1.8 per cent stake in Chevron, was up 0.32 at \$88.75.

Other major oil stocks fell in sympathy. Texaco dropped \$0.65, Mobil eased \$0.30 to \$76.50, and British Petroleum slipped \$1 to \$61.

Mexican-related stocks celebrated the Nafta vote with gains. Telefonos de Mexico rose \$1 to \$57 in volume of 3.8m shares, the Mexico Fund up 3% at \$29.50, and the Emerging Mexico Fund climbed \$1 to \$29.

Canada

TORONTO stocks were modestly higher in early trading following the approval of Nafta. The TSE-300 composite index was up 2.39 at 4,238.89 in volume of 8.4m shares valued at C\$78.8m.

Zurich tests equity turnover peaks

By Michael Morgan

Turnover in leading European equity markets resumed its advance in October with a 10.1 per cent rise, matching the decline of the previous month.

The October advance was accompanied by a strong 5.4 per cent rise in the FT-Actuaries Europe index, with confidence bolstered early in the month by President Boris Yeltsin's military success against Russian hardliners who had occupied the White House in Moscow. The Bundesbank's unexpected decision to cut discount and Lombard rates on October 21 generated more enthusiasm.

Mr James Cornish of Nat-West Securities notes that the strength of the markets was reflected in sharp improvements in local market indices in Switzerland, which rose by 8.9 per cent, the Netherlands, up 8.6 per cent, Germany, 8.2 per cent higher, and Spain, 7.3 per cent ahead. Markets which rose most during the month also demonstrated the

EUROPE

'Big Three' Frankfurt chemicals underperform

BOURSES responded to the falls on Wall Street, writes Our Markets Staff.

FRANKFURT, back from a day's holiday, effectively matched Wednesday's gains in other continental markets as the DAX index rose 1.62 to 2,085.34; but it lost most of that rise.

Turnover fell from DM11.1bn to DM8bn. Among blue chips, there were falls against the trend of 30 pfg in both BASF and Hoechst, to DM274.20 and DM279.20 respectively, with Bayer only 80p higher at DM328.50. Hoechst revealed disappointing third quarter results nine days ago, and BASF and Bayer produce their figures next week.

Commerzbank jumped to DM382.40 from DM382.40, hoping for news of a higher dividend next week, and Porsche put on DM30, or 4 per cent to DM785 in a generally firm automotive sector, up on the higher dollar, said Ms Heidemarie Höppner at B Metzler in Frankfurt.

LVMH rose FF126 to FF127.70 on news that it was selling its skin care products company to Johnson & Johnson of the US. However, suggestions that it was to sell its Pommery champagne division were denied by the group.

AMSTERDAM lost a little momentum towards the close of business, but the CBS Technology index remained in positive territory, showing a gain of 0.5 to 137.5.

Heineken broke through the F1.200 level for the first time in a year, F1.310 higher at F1.200.70 as it reported that its Spanish unit was to sell a brewery to Coors of the US.

Hoogovens was worried by

PARIS lost early gains as the session progressed. The CAC-40 index closed up 1.68 at 2,149.67 after a day's high of 2,171.93. Turnover was some FF14.4bn.

Roussel-Uclaf advanced FF24 to FF721 with some reports suggesting that investors were switching out of other drug stocks.

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FT-SE Actuaries Share Indices

THE EUROPEAN SERIES									
November 18	Open	10.20	11.00	12.00	13.00	14.00	15.00	Closes	
FT-SE Eurotrack 100	1574.58	1377.01	1374.65	1375.54	1375.69	1372.37	1368.82	1367.52	
FT-SE Eurotrack 200	1433.72	1435.41	1434.19	1433.27	1434.15	1430.51	1427.44	1427.51	
FT-SE Eurotrack 100	1363.58	1353.29	1347.91	1339.42	1336.92	1329.42	1326.42	1326.42	
FT-SE Eurotrack 200	1423.11	1416.28	1413.86	1402.15	1403.42				

Source: 1000 6201993 11/18/93 1377.01; 200 - 1433.54 1372.37 1368.82 1367.52 - 1427.51

fears that a small number of shares might not reach agreement, the shares ending down F1.240 at F1.240.

MILAN maintained an interest in telecoms as Stet announced that it had approved a restructuring plan, and was hopeful of an improvement in earnings over the next three years. Its shares rose L125 to L137.65, and those of Stet, the domestic operator, by L2.45 to L139.5.

The Comit index closed 10.69 higher at 548.05. In a note on the telecoms sector, James Capel came out on balance in

favour of Sip as standing to profit from the greater benefit from the proposed reforms, and suggested that there was a case for switching out of Stet into the domestic utility.

Among the banks Credito Italiano advanced L31 to L2.479, and BCI L28 to L4.466.

ZURICH got back on the upgrade after pausing earlier this week for the outcome of the US Nafta vote. The SMI index closed 16.0 better at 2,727.1 after profit-taking eroded a day's high of 2,735.0.

UBS enlivened a staid banking sector, rising SF12 to

SF13.07 after a confident look at 1994, and Brown Boveri gained SF11.65 to SF13.45 ahead of next week's figures from the Swiss-Swiss operating group, Asea Brown Boveri.

BRUSSELS broke through the 1,400 level to record its second consecutive record high, the Bel-20 index advancing another 11.07 to 1,408.83.

Turnover was down from Wednesday's SF12.6m, when the market was excited by the day's combination of interest rate cuts and government agreement on economic reform, but it was still healthy at SF12.8m.

Banks and other financials were strong on expectations that more interest rate cuts could be on the way, and in retailing, GIB put on SF15 to SF1.376 in exceptional volume of 250,000 shares as analysts said that institutions had seen it as undervalued.

STOCKHOLM was disappointed when the Riksbank left Swedish interest rates

unchanged and when Ericsson, the high flying telecommunications group, managed to disappoint the market with a forecast that 1993 profits would be "somewhat more than doubled".

The Aktiavarlden General index fell 1,395.60, Ericsson was unchanged on the day at SF14.13, down from an intra-day high of SF14.65, and Volvo's turnaround from a loss to profits substantially higher than expected left the car maker only SF13 higher at SF14.22.

WARSAW plunged under selling pressure from small investors trying to raise cash to buy shares of Bank Szek in Poland's biggest ever public offering. The WIG index fell 5.5, or 5.9 per cent to 8,600, and turnover was a very active 1,600m shares as investors placed 47,823 orders, an all-time record.

Written and edited by William Cochrane and John Pitt

ASIA PACIFIC

Hong Kong falls by less than London dealers feared

Tokyo

PROFIT-taking following the ratification of the North American Free Trade Agreement by the US House of Representatives eroded early Tokyo gains, but the Nikkei average held its ground, closing marginally higher on the lack of negative news, writes Teru Terasawa in Tokyo.

In the 225-issue index ended 57.81 up at 166.32 after a day's high of 183.36.63 and a low of 181.77.71. Traders said activity was largely technical, with the futures market leading the downturn on disappointing news of the dollar did not strengthen after the passage of Nafta.

The Topix index gained a net 10.50 at 1,551.32. Volume was 220m shares, against 216m. Many investors refrained from activity due to the afternoon voting in the lower house over political reform. Following the parliamentary voting, however, investors failed to react

since the passage of the bill had been expected.

Rises still led falls by \$1 to 316, with 200 issues unchanged. In London the ISE/Nikkei 50 index ended 0.02 to 1,251.23.

Retailers were strong on proposals of benefits from proposed deregulation measures. Yo-Yo-Kado jumped Y100 to Y1,580 and Seven-Eleven appreciated Y100 to Y1,600.

In spite of profit-taking by corporate investors, bank stocks remained firm on index-linked buying. Mitsubishi Bank rose Y50 to Y3,050 and Fuji Bank put on Y30 to Y2,280. Regional banks were actively traded. Joyo Bank, the day's most active issue, was finally Y3 down at Y88, and Asomori Bank added Y8 to Y640.

Honda Motor fell Y30 to Y1,470 on selling by US brokers, while Sony lost Y10 to Y4,840 after the dollar failed to rise following the Nafta vote.

Meanwhile, East Japan Railway shed Y2,000 to Y458,000 and Nippon Telegraph and Telephone lost Y3,000 at

Y778,000 on profit-taking after initial gains. Penta Ocean Construction was hit by margin unwinding and closed Y7

cheaper at Y553.

Dai-kyo, the condominium builder, forged ahead to finish Y11 up at Y883, after losing ground on prospects of bleak full year results.

In Osaka, the passage of the political reform bill in the lower house increased buying, and the OSE average rose 52.77 to 20,342.45 in 15.7m shares. Santen Pharmaceutical advanced Y120 to Y3,180 on its forecast of a 8 per cent rise in pre-tax profits for the business year to March.

Roundup

SOME markets in the region used the US congress approval of the Nafta agreement as an excuse to take profits yesterday, following Hong Kong's third day on the downgrade.

HONG KONG fell, but not by as much as London feared on Wednesday following the leak

that Morgan Stanley was cutting its weightings in the market.

The Hang Seng index lost 171.55, or 1.8 per cent, at 9,325.45, up from an indicated 9,313.14. There was less satisfaction with results from Westpac, 3 lower at A\$4.62.

NEW ZEALAND added to Wednesday's strong rally with a 2.4 per cent advance, after the political situation was clarified.

SINGAPORE rose briefly on news of Nafta's passage, but drifted lower in the afternoon. The Straits Times Industrial index ended 10.31 down at 2,068.20, after a day's high of 2,105.26. Volume was modest at 16,559 shares.

AUSTRALIA was disappointed by domestic corporate news, which left the All Ordinaries index a modest 3.7 higher at 2,108.40. Turnover amounted to A\$414.1m.

National Australia Bank's results came within expectations, but there was disappo-

intion that hopes of a script were dashed by unfounded. The shares ended 2 cents up at A\$12.88, off a day's high of A\$13.14. There was less satisfaction with results from Westpac, 3 lower at A\$4.62.

HONG KONG moved forward on strength in the finance sector, which helped the SFT index to a gain of 1.65% at 1,271.22. Turnover totalled B11.1m.

MANILA saw an investor who was seen taking profits. The composite index lost 7.33 to 2,001.18 in 2.25m shares turnover. PLDT fell 15 pesos to 1,774 pesos after an overnight decline in New York trading.

South Africa

AFRICAAN strength in share prices left the industrial index showing a particularly good performance, finishing at 1,104.50 for the year of 4.54% up 57. Golds advanced 24 to 1,221 and the overall index

rose 20 to 4,200.

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RECRUITMENT

JOBS: Adrian Furnham reports on free-time activities that do not necessarily tell us about interviewees

THE myopic, moon-faced executive leans back to absorb the well-prepared lies that he is about to hear after posing the question: "How do you spend you free time?"

It is a common enough interview question, as well as one that usually appears in the application form. It provides a wonderful opportunity, for self-aggrandisement and impression management.

"Crosswords, computer games and lacrosse" is meant to indicate "I am literate, numerate and sporty", while "Numismatics and ichthyology" means "I am pretentious, collect coins and have a fish tank". "Train-spotting and fishing" probably means "I am honest". Filling out this section on leisure activities in the job application form is usually pleasurable, but may pose difficulties.

Some people do not have leisure activities in a conventional sense: "pontificating at dinner parties" or "pottering round the house" do not usually qualify. For others work is their passion: Sir Peter Hall, for example, on being asked the question, replied: "Leisure? What need I of other pastimes when I enjoy my work so?" The other concern is being caught out. It is all very well putting down "modern jazz dancing" or "cuckoo-clock-carving" to impress, but what if there is an expert across the table who knows more about the subject than you?

According to Samuel Johnson, "All intellectual improvement arises in leisure", while Disraeli opined that

"Increased means and increased leisure are the two civilisers of man".

Most people seem to think that an individual's choice of leisure pursuits reveals a person's needs, motives or habits. Thus extraverts, it is suggested, choose highly arousing, sociable, varied activities (disco dancing, amateur dramatics), while introverts prefer passive, retiring familiar activities (reading, collecting, computing).

However, this belief overlooks two important points. First, even though one might want to participate in a particular leisure activity (which might or might not reflect one's personality), one may be prevented from doing so by circumstances beyond one's control.

Second, a person's choice of occupation may also reflect needs. Thus those who have high nurturance needs may choose the medical profession; those with needs for order and silence, librarianship; the need for avarice may be fulfilled in the City; the need for power in parliament.

To the extent that a person's needs are fulfilled at work, he/she may be less driven to pursue their fulfilment elsewhere, in which case leisure activities might be expected to reflect personal strivings only marginally, if at all.

This notion is implicit in one of two, mutually contradictory, theories of work and leisure.

According to the currently in vogue "compensation theory", the last thing the HI worker wishes to do is to spend the weekend doing mechanical work. But if the "spillover theory" is true, he can't wait to repair his own or his neighbour's car.

Do people in fact work over or compensate (or neither or both)? I did a little, albeit casual, research on this topic. Taking a fairly recent (1984) copy of *Who's Who*, I examined a semi-random sample of its distinguished decision makers, simply looking at the entry on the top right of every fifteenth page. Most entrants specify their leisure time pursuits. They differ enormously. Some people use this as a vehicle for further self-aggrandisement: Donald Sinden lists French History and ecclesiastic, and Cyril Smith charitable works. Others show they have a sense of humour: John Cleese lists gluttony and sloth, Frank Muir's is staring silently into space, while Frederick Raphael lists painting things white. The vast majority of entries, however, are curt and factual.

My research (that activity which is simultaneously private, respectable and pointless) showed music to be very popular, but what came out top was gardening.

Why gardening? Gardening for these Who's Whosers is a private, solo activity.

Not for them the bonhomie and camaraderie of the allotment where working-class

men escape their wives and families, and enjoy the odd glass of home-made wine carefully stored in the potting shed.

Gardening for these decision makers is a private, quiet activity away from other people and the drume of the boardroom.

Second, it is physically demanding exercise (in green velvets) that, quite literally, gets one's hands dirty. This is a nice compensation for those whose main exercise is pushing papers from left to right across smooth, well polished oak and leather-topped desks or opening a nice claret. Being physically tired from hard labour is a refreshing change from the exhaustion of a day on a committee or in a plane where the very constraint on movement is itself exhausting.

Setting dirty - being "messy" - even more delightfully antithetical to a daily work routine which can be construed as never-ending battle to impose order on potential chaos, i.e. to combat messiness, a legitimate outlet for what Freud would have termed "anal" impulses.

Third, and perhaps most importantly, gardening offers one the opportunity of actively producing something, and relatively quickly. Decision makers frequently are responsible for galvanising others into action and instigating programmes that

ultimately achieve or produce something. But the time-spans are often excessively long, a bit like being an architect for a never finished cathedral or pyramid.

Sometimes, indeed often, one never sees the product of one's labour.

The Marxist alienation argument may apply here. Like the car worker on the conveyor belt who only screws in the rear parking lights, and never identifies with the completed vehicle that emerges shiny and finished at the other end, the decision maker may never identify with, say, the new degree course or the new factory in South East Asia.

There lies the advantage of tomato growing. One can buy the seeds, water and fertilise them and, within a relatively short period of time (usually just when those red and round Dutch and Jersey tomatoes are cheapest in the shops), harvest those small, speckled, gnarled objects, proudly displaying them as the centre-piece of a Sunday lunch.

There is one other possibility. Some people garden by planting oaks, by landscaping, by actually changing the environment. Michael Heseltine is one latter-day Capability Brown. For them, gardening is one way of making a lasting contribution to the future; a living monument. Life among the stocks and shares or on committees may provide money, but in many

senses it is utterly ephemeral - merely the creation and circulation of paper. But to plant and tend great trees that will continue to grow and blossom long after one is dead, that has real worth.

But what of the evidence for spillover: the librarian who comes home looking forward to a quiet evening with a book; the car worker who down tools on his BL plant to take up an identical set to tinker about with his car; the cook who leaves the over-priced health food restaurant to spend an entranced evening at a vegetarian cookery-class?

The problem is that, ultimately, one really has no way of knowing which theory is true in any given case. It is a little like resolving the issue of the truthfulness of autonomous proverbs: out of sight, out of mind; or absence makes the heart grow fonder. It is quite possible that both are true, but in different circumstances.

What can we conclude from all of this? The "royal road" to understanding other people's personalities is clearly not via an expose' of their leisure activities. The main function of leisure questions on application forms is probably to provide interviewers both with something to talk about when they are at a loss, and with an opportunity for legitimate voyeurism.

So, beware of judging other people on the basis of their leisure activities. Your judgments may reveal more about yourself than about them.

The author is head of the Business Psychology Unit at University College London.

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The UK Equity portfolio totals approximately £3 billion. Analysts are responsible for researching both large and small companies within a range of sectors, and making timely investment recommendations based on broker's research, independent analysis and direct communication with companies at a senior level. Stock selection skills are paramount as analysts work in close co-operation with the fund managers and are an integral part of the investment process. Candidates should have IIMR Associate Membership.

INVESTMENT MANAGEMENT
CLIENT SERVICES & SALES

Our client is the investment management subsidiary of a major Bank and has substantial assets under management. Specifically, it has become one of the market leaders in the development of innovative quantitative products for institutional clients, both in the UK and overseas. The company now wishes to appoint two individuals who will make a major contribution to the further growth of the business by marketing to new clients.

HEAD OF UK CORPORATE PENSION FUND SALES
An Excellent Salary & Benefits Package

The individual will take responsibility for expanding business with UK Corporate Pension Funds by selling and marketing the full range of innovative products direct to pension fund trustees. Emphasis will be placed on both active and passive quantitative techniques as well as other specialist mandates, including asset allocation.

The successful candidate will have some 5-10 years' experience of selling institutional investment products direct to UK clients. An understanding of quantitative techniques will be required, but the candidate must have strong knowledge of Corporate Pension Funds and a successful track record in selling to that market. Importance will be attached to both communication and management skills.

FIXED INCOME & CURRENCY PRODUCT SALES
An Excellent Salary & Benefits Package

This individual will have joint responsibility for the sales and marketing of active quantitative fixed income and cash/currency products. The client base will be predominantly the insurance market, including Lloyds, Captives and other insurance companies, located in the UK and offshore. The candidate should have the necessary skills to cultivate and exploit the natural source of targets that exists within the wider group structure.

The individual, aged 30+, must have knowledge of the insurance market (including captives/offshore) and a proven record in selling financial products. In particular the candidate must have a thorough understanding of fixed income and cash products, including currencies and derivatives, as well as being familiar with structuring products in the light of clients' tax profiles.

If you wish to pursue either of these opportunities, please write in confidence, enclosing your cv, to Martin Symon at the address below:

Jonathan Wren & Co. Limited, Financial Recruitment Consultants
No. 1 New Street, London EC2M 4TP Telephone 071-623 1266 Facsimile 071-626 5259

JONATHAN WREN EXECUTIVE

SIB

Cost Benefit Analysis Hazard Identification
- A role in FSA regulation.

The Early Warnings and Cost Benefit Analysis department within the Securities and Investments Board (SIB) is a new department created to look after two distinct areas:

- Early Warnings- helping to identify developmental which give rise to serious investor protection concerns;
- Cost Benefit Analysts- providing expertise within SIB to assess the costs and benefits of standards of investor protection and regulation.

A managerial role has arisen with the successful applicant initially assisting with the establishment of the department, thereafter providing support to both areas.

As well as assisting with day-to-day business, the individual will be required to manage discrete projects arising in either area.

Candidates are likely to be educated to degree standard, preferably in Economics or a related

subject. They may hold a professional qualification from the legal, accountancy or financial services industry.

A City background with familiarity with regulation/compliance issues, and experience of formulating policy/strategy would be ideal. Experience in the application of statistical techniques would also be an advantage.

Applicants should have an excellent knowledge of the FSA framework and a good grasp of investment business in both the capital markets and retail areas. Essential personal qualities include numeracy, adaptability, and the ability to master key briefs quickly.

Interested applicants should in the first instance contact Anna Williams to request an information pack at Michael Page City, Page House, 39-41 Fetter Street, London WC2B 5LB or call her on 071 831 2000.

Closing date for applications 3 December 1993.

Michael Page City

International Recruitment Consultants
London Paris Amsterdam Dusseldorf SydneyHEAD OF
EXCHANGE
TRADED
OPTIONS

Excellent Package

Harrison Willis City has been retained exclusively to work on behalf of a major UK Investment Banking Group to locate and hire a Head of Exchange Traded Options Trading.

The position involves the setting up from scratch of an Options Market Making operation on the LIFFE floor as well as an OTC Options Trading operation. The role encompasses the hiring and training of suitable personnel, the design and implementation of systems, the conception and direction of trading strategies and the managing of all traders' risk positions. It also involves the development of new products, the in-house and ongoing education of traders and sales professionals. There is also the opportunity to expand the operation into the United States. As such, you will have a minimum of ten years' experience, be either running an established operation and looking for a new challenge or a current number 2 who is capable of and looking for a management position. A full knowledge and complete understanding of running an options book (OTC and Exchange Traded) through all market conditions is essential, as is a comprehensive product knowledge (ie Fixed Income, Equity and Currency Options). Previous trading experience on the CBO will be preferable.

You will be educated to graduate level, preferably with a mathematical, science or engineering bias, have excellent interpersonal skills (with the ability to teach) and have excellent systems knowledge coupled with the ability to develop software. For further information, please contact Stuart Norbury, Executive Consultant on 071-629 4463 Fax 071-629 3354.

HARRISON WILLIS CITY

Caroline House, 39-40 Albemarle Street, London W1X 3FD. Tel: 071-629 4463

We are looking for an experienced, innovative and highly motivated individual to join Société Générale's Paris based European Securitisation Team.

The successful candidate will work as member of a team focused on developing, marketing and arranging asset backed securitisation transactions for European clients.

Qualifications
Candidates must have proven asset backed securitisation experience, excellent communication skills (both written and oral) and must be computer literate. They should be native English speakers (fluency in French is a strong preference).

Remuneration will be commensurate with qualifications and experience.

Please reply in confidence enclosing a full CV, quoting Ref. FI 3 to Mrs Sylvie MARAIS - Société Générale
Recruitment for Capital Markets - 49 rue de Provence - 75009 PARIS - FRANCE

LET'S COMBINE OUR TALENTS.

MEDIA

Job Diaries

Competitive
packageMajor International
Investment Bank

City

Closed End Fund Sales

This global institution houses a successful team which is a market leader in the origination, market-making and distribution of closed end funds to institutional and retail clients. Increased demands on this business have created an exciting new opening in sales, best suited to a background in stockbroking, financial product marketing or private client services.

THE ROLE

- Maintain and expand on an existing franchise with domestic and international financial intermediaries.
- Concentrate on the distribution of primary and secondary market traded closed end funds with increasing involvement in domestic and international new issues.
- Work as part of a small distribution team in a larger integrated group of thirty professionals.

London 071 493 1328
Manchester 061 499 1700Selector Europe
Spencer StuartPlease reply with full details to:
Selector Europe, 2nd Floor, 120
Finsbury Circus, London EC2M 5PP
or fax to 071 588 3576

CJA

RECRUITMENT CONSULTANTS GROUP
2 London Wall Buildings, London Wall, London EC2M 5PP
Tel: 071-588 3588 or 071-588 3576
Fax No. 071-256 8501

CJRA

EUROPEAN EQUITIES
SALES AND SALES TRADINGGenerous Salaries
and Banking Benefits

CITY

MAJOR INTERNATIONAL BANK, A PRIME NAME IN THE MARKET

We invite applications from candidates, who should have significant background and experience in equity sales/sales trading although a background in related areas would be considered. As part of its plan to expand its current sales and sales trading activities in European equities, you, as the selected candidates, will report to the Head of Sales and be responsible for major institutional clients and for relationships with institutional clients, dealing desks and other professionals. Knowledge of a second European language will be an advantage. Essential qualities are to be self motivated, results orientated and to be a strong team player. Initial salaries will be negotiable and a full range of banking benefits will be given. For these appointments we are keen to hear from candidates in strict confidence, in writing, quoting reference number EE25097/FT, when your reply will be forwarded unopened to our client unless you list companies to which they should not be sent in a covering letter marked for the attention of the Security Manager: CJA.

Opportunity for young ambitious bankers to develop their potential in Specialised Financing

SPECIALISED FINANCING
- ACCOUNT OFFICER£24,000-£27,000 + Bonus
+ Mortgage Subsidy

CITY

MAJOR EUROPEAN INTERNATIONAL BANK - ASSETS IN EXCESS OF £130 BILLION
We invite applications from graduates with a numerate degree and ACIB (or part), aged 23-25, with 2-4 years corporate lending experience with a leading UK, European or US house. This experience will have been gained in a marketing support/junior account officer role and include credit analysis, spreadsheet modelling and loan proposals; also, although not essential, as training will be given, some exposure to documentation, structuring and origination will be an advantage. This is a rare chance to join a successful, expanding and closely knit team involved in the MBO, acquisition and structured debt markets. You will initially share responsibility for a small portfolio with direct access to senior officers of client companies and, in due course, you will work on new transactions as part of the team. Essential qualities are a quick mind, hardwork, plus a strong and confident personality. Initial salary negotiable £24,000-£27,000 plus bonus, subsidised mortgage, non-contributory pension and free health scheme. Applications in strict confidence under reference SF4028/FT to the Managing Director: CJA.

Client Administrator

J.P. Morgan Investment Management Inc. is a leading investment institution with assets of some \$40 billion under management. They are seeking to add to their client administration group.

The Group's key function and your role within it, would be to act as the focal point for their clients on all administrative issues from the confirmation of their appointment through the life of the relationship.

The job will involve: reviewing and negotiating client agreements; agreeing and facilitating client requirements; and acting as liaison between other Morgan departments and offices and their clients.

The ideal candidate, preferably a graduate, must be self motivated, resourceful, able to work well under pressure and demonstrate highly developed interpersonal skills. Attention to detail and accuracy are important. Previous experience in the securities industry, probably in a role involving client contact at senior levels, is essential. The position offers a generous salary and benefit package and excellent career prospects.

J.P. Morgan Investment Management Inc. is an equal opportunity employer.

Interested applicants should write with their cv, in confidence, to Helen Highet at
Jonathan Wren & Co. Limited, No.1 New Street, London EC2M 4TP Tel: 071-622 1266 Fax: 071-626 5259

JPMorgan

DEBT ARBITRAGE AND TRADING
Russia and Eastern Europe

Morgan Grenfell Debt Arbitrage and Trading is seeking to recruit a London based executive to join its expanding Russian and Eastern European team which is a market leader in trading and structuring transactions using discounted debt.

The position will require the successful candidate to identify and develop business opportunities in Russia and other Eastern European countries including Poland, Bulgaria and the former Yugoslavia.

Applicants for this position should be graduates with experience of western banking practices and a good understanding of the Russian financial system.

MORGAN
GRENFELL

Prior experience of trading debt and structuring transactions using discounted debt is required. Experience of transacting banking business in Russia would be advantageous. We would expect that only those fluent in English and with a good working knowledge of Russian would be capable of dealing with the challenges of business development, negotiation and documentation that this position requires.

There is an attractive remuneration and benefits package.

Please write, giving full career details to:
Mark Heyes, Morgan Grenfell & Co. Limited,
23 Great Winchester Street, London EC2P 2AX

Venture Capital Executive

City

Excellent Package

Our client is an integral part of a private investment bank in the City and manages a £50m venture capital fund, recently raised from major institutional investors around the world. The Fund is partially invested and our client is seeking to add one professional to its small team to assist with the investment of the balance of the Fund and the wider development of its business.

THE POSITION

- The new recruit will be involved in all aspects of the business - generating and analysing investment opportunities, co-ordinating professional advisers in the due diligence process, monitoring investments made and negotiating on realisations.
- It is envisaged that the Fund will be invested almost entirely in mature private businesses in the UK with turnovers in the £10m-£100m range; in many instances these companies will have an international dimension.
- It is expected that the right candidate will be able to make an immediate impact in all areas, and the group's policy is to recruit only those individuals with the potential to become equity partners in the business.

QUALIFICATIONS

- We are seeking an entrepreneurial executive who is actively looking to move within or into the venture capital arena, but whose current experience might cover areas as diverse as corporate finance, banking, venture capital itself or wider commercial experience in an industrial concern.
- Candidates will probably have either an accounting or legal training or an MBA.
- The chosen person will be a self-starter and a good team member with the drive and commitment to succeed in a challenging environment.
- The preferred age range is late 20's to early 30's. Only those candidates with demonstrable track records of excellence in their chosen fields should apply.

Please send full cv, stating salary, Ref LM4658
NBS, 54 Jermyn Street, London SW1Y 6LX

N.B. SELECTION LTD
a Norman Broadbent International
associated company

N.B.S

London 071-493 6392
Aberdeen • Birmingham • Bristol • Edinburgh
Glasgow • Leeds • Manchester • SloughMajor European Bank
Manager - Credit Department

London

This highly regarded, profitable European bank has an excellent reputation for stability, strength and quality of service. It has a substantial branch network in Europe and overseas, including a large office in London. The bank's strong credit rating gives it a competitive advantage in building relationships with UK clients, to whom it provides the full range of corporate banking and treasury services.

Following the promotion of the current incumbent, we have been retained to find a well qualified and experienced replacement as Manager of the UK Credit Department.

Reporting to the General Manager, the appointed candidate will manage a highly professional team responsible for all aspects of credit analysis, documentation and administration. He/she will work closely with the Head of Corporate Banking and the Head Office Credit Control Department, ensuring smooth and efficient work flow.

To £55,000 + Banking Benefits

Candidates for this exacting, high profile role will have at least five years' credit experience, including formal credit training. Strong people management, organisational and interpersonal skills should be supplemented by excellent technical skills and a rigorous approach to credit control. Knowledge of the German language would be advantageous. Career development prospects within this major group - both in the UK and internationally - are excellent, so candidates must demonstrate the potential for further promotion.

In addition to the advertised salary, the competitive remuneration package includes a performance-related bonus, subsidised mortgage, car, non-contributory pension scheme and other benefits.

Please send a full CV in confidence to GKRS at the address below quoting reference number 244 at both letter and envelope, and including details of current remuneration.

GKRS
SEARCH & SELECTION
CLAREBELL HOUSE, 6 CORK STREET, LONDON W1X 1PB. TELEPHONE: 071 287 2820
A GKR Group CompanyEuropean
Treasury Audit

London Based

c.£50,000 + banking benefits

Our client is a global leader in financial markets trading, operating in all major centres. A complete range of corporate and consumer products is also offered.

The London based Treasury Audit Team enjoys an excellent reputation for the quality of its work and an in depth understanding of financial market products. Covering Europe, key business areas include foreign exchange and a rapidly expanding range of derivative products.

The preferred candidate will be currently working in a financial markets environment, although not necessarily in an accounting or auditing role. A proven grasp of financial instruments, a clear understanding of the evolving role of audit and first class

communication skills are essential requirements for this high profile role.

Career development opportunities are varied, ranging from specialist support, risk management to trading. Such rotations have resulted in the need to recruit at this time.

Your skills and innovative approach will be rewarded with a highly attractive career opportunity and an excellent benefits package.

Please send your curriculum vitae and current salary details to Nicolas Mabin, Ernst & Young Corporate Resources, Rolls House, 7 Rolls Buildings, Fetter Lane, London EC4A 1NH, quoting ref: NM491 (Tel: 071-931 1178).

ERNST & YOUNG

ALBERT E SHARP
FAR EASTERN FUND MANAGER

Albert E Sharp is one of the largest wholly independent Stockbrokers in the UK with offices in Birmingham, London, Bristol and Manchester. The firm has over 350 employees.

Due to the rapid expansion of its International Fund Management activities, we are exclusively retained to recruit an executive to take up the position of Far Eastern Fund Manager. The successful candidate is likely to be professionally qualified with at least six years experience in managing Far Eastern investments and with the ability to assume immediate responsibility.

Our client is seeking to appoint an individual of the highest calibre and a competitive package will be offered.

Please reply in strictest confidence to:

Marise I Palmer
Wrightson Wood
63 Duke Street
London W1M 5DH

FINANCIAL TIMES

LONDON PARIS FRANKFURT NEW YORK TOKYO

FIELD SALES REPRESENTATIVE

Salary negotiable plus benefits

The Financial Times is a highly respected international newspaper with a reputation gained from the quality and integrity of its editorial coverage.

The Classified Advertisement Department has proved hugely successful in many areas, including Appointments, Business to Business, Residential and Commercial Property, and Travel. As part of our business expansion plans we are now seeking a talented individual educated to at least 'A' level standard who is motivated enough to sell in any one of the aforementioned categories.

The position will include selling to new and existing clients and their agencies all over the UK, both by telephone and face to face.

This will be an extremely challenging position, therefore the successful candidate must be highly organised, capable of working under pressure, possess excellent communication skills and be able to work as part of a team and in a competitive fast moving marketplace.

Please write with CV and covering letter to explain why you should be the successful candidate to:

Claire Broughton
Classified Advertisement Sales Manager
The Financial Times
Number One Southwark Bridge
London EC1 9HL

Closing date: 26 November 1993.
No Agencies.

TREASURER SALARY PACKAGE C £35k

The North of England Building Society, twelfth in asset size but seventh in performance ranking (as compiled by an independent City analyst) seeks a Treasurer to strengthen its Finance Senior Management team. The key accountabilities will be to plan and execute the Society's liquid asset and wholesale funding strategies, develop balance sheet risk measurement processes and to manage the execution of appropriate hedging strategies. The job holder will be a key member of ALCO, knowledgeable about building society operations with an ability to communicate not only within the Society but also with senior executives of City institutions. He or she will need to demonstrate clear leadership and motivation in a fast changing competitive environment.

In addition to at least three years experience in a specialised banking or building society treasury environment the job holder should be educated to degree/professional qualification standard, such a qualification being either of one of the recognised accounting bodies or the Association of Corporate Treasurers (by examination).

The Society is shortly to relocate to modern office premises on the outskirts of Sunderland. An appropriate salary package will be offered to the successful applicant to include relocation expenses, subsidised mortgage, Private Health Care, Pension and Assurance scheme as well as a company car.

Applicants should send a copy of their C.V. with a covering letter in the first instance. Initial interviews will be conducted in Sunderland or London to suit applicants, whilst final interviews will be in Sunderland. The closing date for applications is 30th November 1993 and they should be addressed to:

Gordon Black F.A.I.M.,
Head of Personnel Services,
North of England Building Society,
Fawcett Street,
Sunderland, SR1 1SA.

**NORTH OF
ENGLAND
BUILDING SOCIETY**

MERIDIAN

TRADER - CONVERTIBLE BOND DEPARTMENT (Equities division)

Our client's London office is looking to fill this senior position and we require an individual who is highly experienced in the structuring, marketing, management and execution of equity transactions, including equity linked debt, synthetic securities and re-packaging.

Potential candidates will be expected to demonstrate familiarity with recent advances in the US and European Markets in the fields of equity, finance, swaps and derivatives, both public and OTC transactions, together with some background or experience in risk management and the trading of futures and options. An understanding of fixed income derivatives and/or swap swaps would also be an advantage.

Candidates should have a minimum of 5 years' experience in banking with at least one year at the rank of Vice President or other senior management level, together with a proven track record in the convertible bond market, and an ability to interact successfully with sales trading and banking personnel in a senior capacity as the successful candidate will be required to act as a senior representative of the bank's expanding efforts in this area. The ability to build a global team of professionals dedicated to servicing worldwide the bank's growing needs in structuring and origination is essential, as is the willingness to relocate in a foreign financial centre if necessary to strengthen the distribution of cross border equity products.

An extremely attractive salary and benefits package will be offered to the right candidate.

Please apply in writing to: Emily Aldrich, Meridian, Museum House,
25 Museum Street, London WC1A 1JT

Closing date for applications 26/11/93

RECRUITMENT CONSULTANTS

SENIOR QUANTITATIVE ANALYST

Our client, a world leading bank with excellent European Capital Markets Coverage, is looking to further enhance Quantitative Analysis and Strategic Services for their Pan European investor base.

FRANKFURT

This position requires a seasoned Capital Markets Quantitative Analyst, who will apply his/her expertise to the shaping of the Equity Products Group before contributing to the Fixed Income Division.

This initiative will require a dedicated professional with the developed methodology and a reputation based on past performance and success.

It is essential that the candidate has the ambition and motivation to structure a team that will take the bank's Quantitative Analysis and Strategic Services into the next century.

Although the initial location is Frankfurt, German language skill is not required as research is conducted and published in English.

Remuneration will be commensurate with the vital importance of this position to the bank's strategic development. An attractive package will include excellent salary, bonus, banking benefits and relocation expenses.

Enquiries in confidence to Philip Davidson at Nicholson International (Search & Selection), Holzhausen Straße 44, 60322 Frankfurt Main, Germany; fax no: (069) 596 3375, or to Matthew Hill at Nicholson International, Africa House, 64-78 Kingway, London WC2B 6AH, England; fax no: (071) 404 8128. Alternatively call first for an initial discussion on (069) 59 80 39 for Philip Davidson or (071) 404 5561 for Matthew Hill.

France Italy Holland Spain UK Belgium Turkey Poland Czech Republic



**NICHOLSON
INTERNATIONAL**
Germany

Global Money Markets Economist £30-50k

Outstanding opportunity for an ambitious economist to apply wide-ranging analysis in support of proprietary trading decision-making.

The successful candidate will form the next stage in the evolution of a small team focused entirely on assisting in the formation of trading strategies for our Global Money Markets group. The ability to provide accurate and timely analysis in a very pressurised environment is essential. Verbal and written communication of material must be confident and decisive. Although London based, your analysis will be equally weighted to serving our centres in the Far East, New York and Europe.

Ideally you will have had at least 2 years experience gained within the City or a Government institution. High performance will be demanded and rewarded through discretionary bonuses and our flexible approach to remuneration and career progression.

Please send full CV and covering letter to:

Rowena Spence, Personnel Manager
Barclays Global Money Markets, Murray House,
1 Royal Mint Court, London EC3N 4HH

Barclays Global
Money Markets



£13,500 + BONUS INVESTMENT MANAGEMENT

Two numerate graduates required by U.S. investment manager. Entry level candidates will support day-to-day portfolio management operations including trade settlements, performance calculations and client assistance. Non-smokers please. Send curriculum vitae with telephone number to:

Auerhahn Advisors (UK) Limited
17a Carson Street
London W1Y 7PK

Fixed Income Salesperson Tokyo

A leading US securities firm in Tokyo requires qualified bilingual personnel (English/Japanese) with at least 3 years fixed income sales experience in Tokyo. Excellent working conditions

Call OIC (Executive Search)
81-3-3561-6411
or fax CV to
81-3-3561-6540

PARIBAS LIMITED

BANKING ASSOCIATES

Paribas is a leading international wholesale banking group operating in nearly 60 countries. Its four core activities comprise: capital markets, corporate banking, advisory services and asset management.

Paribas operations in the UK form the largest presence outside France and their contribution to Paribas' global presence is of great importance to the Group. Due to the continued expansion of our London office we are currently looking to recruit a number of high calibre Associates to join our Corporate Banking, Investment Banking and Advisory Services divisions:

The three business divisions now require an influx of new Associates to strengthen their analytical teams and to provide a reservoir of future marketing officers. We are therefore looking to hire a number of Associates with the following skills:

• Excellent educational qualifications, with a minimum of a 2:1 first degree.

• At least 2 years professional experience gained within a credit analysis, corporate finance or investment banking environment. Alternatively, you could be a recently qualified ACA.

• First class analytical and interpersonal skills, together with good PC literacy.

• Fluency in any European language would also be advantageous.

We require candidates who can hit the ground running and rapidly become effective team members.

The salary packages will reflect the importance of these positions and will be commensurate with your experience.

If you fit the above criteria, and believe that you can succeed in this challenging environment, please contact our retained advisor JON VONN on 071-408 1312 or 071-720 1527 evenings/weekends at MARKS SATTIN, Financial Recruitment Consultants, 18 Hanover Street, London W1B 9HG

UNION BANK OF FINLAND LONDON BRANCH MONEY MARKET

Expansion within the Dealing Room of London Branch requires the appointment of two money market dealers to complement a highly successful team.

DEUTSCHE MARK DEALER US DOLLAR DEALER

Both positions require individuals with specific knowledge and working experience of dealing with all short term instruments in the respective currency. While the emphasis will be off-balance sheet, creative management of the cash book will be an integral part of the function. This will include the use of futures, short term Interest Rate Swaps, arbitrage, F.R.A.'s and interest rate options.

Candidates will ideally have at least five years experience, a proven successful track record and be in their late twenties to early thirties.

The remuneration package will be competitive and accompanied by the usual range of fringe benefits.

In the first instance, written applications in confidence to:

David Britton, International Treasurer, Union Bank of Finland,
46 Canon Street, London EC4N 6JJ.

Credit Analysis - Risk Management Major International Bank

Competitive Salary + Banking Benefits

City Based

ING Bank is part of one of Europe's major financial institutions (ING Group), which has over 60 offices worldwide. ING Bank has well established operations in International Treasury & Capital Markets, Corporate Banking, Private Banking, Emerging Markets Banking and Asset Management.

As part of the continuing expansion of our London operations, we are seeking a Credit Analyst with a minimum of 3 years proven analysis experience gained within a major City-based banking institution. The position will involve the detailed analysis of corporates, counterparties and complex, structured transactions, with a view to producing credit applications in conjunction with the commercial areas of the Bank. Candidates will be expected to carry out industry analyses and comparisons as required.

The ability to use Lotus 123 and Wordperfect 5.1 will be especially useful as the role involves considerable use of PCs.

The successful candidate will be educated to at least 'A'-Level standard and be highly motivated with the potential for further career enhancement. A relevant professional qualification would also be an advantage.

If you feel that your skills and experience match the above, please write in confidence with a full CV, outlining current salary details to:

Lindsey Claydon, Assistant Manager Personnel,
Internationale Nederlanden Bank NV,
2 Copthall Avenue, London EC2R 7BD.

Applications to arrive by Monday 29 November 1993.

ING BANK

CREDIT ANALYSTS

£30-60,000 + Bonus + M/S + Banking Benefits
Banks/Other Financial Institutions and Corporates in United Kingdom, Scandinavia, Germany, France, Italy and Spain.

1993 has brought to Jonathan Wren Executive a burst of exclusive assignments from major client banks, who require experienced senior, junior analysts and credit managers who are ready for that vital next career move. We are especially interested in candidates who can demonstrate particular credit experience and skills in corporate credit, bank analysis and analysis of other financial institutions including insurance companies, funds, etc.

If you are a graduate with formal credit training, knowledge of capital markets, derivatives, treasury products or corporate finance, project finance, ratings advisory and you are currently working for a major bank, either on a trading floor or for origination units....

Send detailed CV to Ron Bradley Executive Recruitment Consultant.

Jonathan Wren & Co. Limited, Financial Recruitment Consultants
No. 1 New Street, London EC1M 4TP Telephone 071-623 1266 Facsimile 071-626 5259

JONATHAN WREN EXECUTIVE

SENIOR CURRENCY BROKER

A senior currency option broker is required for a City based company. University degree preferred with five years plus market experience. An established Eastern European account base and a proven ability to expand new accounts in this area are a must. This position comes with an executive salary and benefits.

Please apply enclosing full details of your educational qualifications and previous experience to:

PO Box B1907 Financial Times,
One Southwark Bridge, London SE1 9HL.

APPOINTMENTS WANTED

CONTROLLER

Chartered Accountant, 41, married, English and German, many years experience in Finance & Administration with international corporations, responsible for:

* Financial and Management Accounting

* Credit & Collection and Treasury

* Sales & Purchasing

State Finance & Administration position in Germany with international corporation. Replies are requested under Box B1912, Financial Times,
One Southwark Bridge, London SE1 9HL.

JDW 15/10

Major International Bank Fund Managers

25-33

The City

Our Client, the investment arm of a major international Bank has considerable funds under management in London and plans to expand this business rapidly. The London Fund Management operation works in close concert with similar businesses in New York and Tokyo. The London office is responsible for the Global investment effort. Our Client seeks people of a particularly high energy level who are competent technically and have good communication skills. In the longer term there will be some exposure to Marketing.

Fixed Interest

The role envisaged is Global but with product emphasis on the US. The skills sought are a combination of cash and bond experience plus the ability to use derivative products. Salary indicator to c.£60,000 plus bonus.

Equities

The product area will be Europe and the UK. Experience of Europe to date is important, as is exposure to a thorough training in, and awareness of, modern portfolio techniques. Our Client is advanced technically and will expect the person concerned to work within a structured framework. Knowledge of derivative products would again be an advantage. Salary indicator to c.£50,000.

In addition to generous salaries, there are merit bonuses, together with normal banking benefits. A high degree of involvement is sought and our client would expect enthusiasm and excellence.

Please contact James D'Arcy, the Company's Advisor in this matter at Overton Shirley & Barry, Prince Rupert House, 64 Queen Street, London EC4R 1AD. Tel: 071-248 0355. Fax: 071-499 1102.

**OVERTON
SHIRLEY
& BARRY**

INTERNATIONAL SEARCH AND SELECTION

GULF-BASED FINANCIAL ORGANIZATION

Invites applications for 2 SENIOR POSITIONS in its Treasury and Investments Department responsible for managing its asset portfolios (Money market & Govt. securities) denominated in US\$, DEM, FRF, GBP and JPY. Applicants must be high calibre treasury professionals with proven experience and track record in the field. Both report to Department's Director.

Investment Consultant (Ref. I-01/93)

Main duties:

- To advise on the day to day treasury operations in the International financial markets, and on investment instruments, currencies, and maturities.
- To coordinate analytical and research work to fine-tune and adapt investment policies, guidelines, and develop implementable plans, strategies, and tactics for the short, medium, and long-term to improve yield.
- To monitor, assess and report views on financial markets and developments and their incidence on the management investment portfolio.
- To supervise the preparation of periodic market comments and reports.

Requirements

AGED 40-50. Good command of oral and written English and a Degree in Finance or Business Admin. from a reputable university a must. Extra professional qualification (eg CFA) is desirable. Proficiency in Arabic an edge. Experience: Min. 15 years including min. 5 years in senior related positions.

For both positions attractive package of tax free salary and expat. fringe benefits is offered. Send detailed Resumes in confidence with Ref. No. on envelope to:

The Personnel Manager, P.O. Box 71401, Abu Dhabi, United Arab Emirates.



MONEY BROKING - LUXEMBOURG

A major expansion programme by PREBON YAMANE (LUXEMBOURG) SA, established in Luxembourg for over 20 years, and a member of the PREBON YAMANE international money and securities broking group, has led to attractive career opportunities for experienced brokers/principals who are interested in a rare opportunity to join a highly professional money broking team in the heart of Europe.

FOREIGN EXCHANGE

With a well established reputation in Scandinavian currency forwards, rapid expansion is currently taking place in non-Scandinavian currency forwards. Experienced dealers (2/3 years minimum) are invited to participate in this major development.

CAPITAL MARKETS/DERIVATIVES

With several years experience as a multicurrency broker in IRS, Swaptions, Caps, Floors, Fras, Cross-currency Swaps, and more recently Interest Rate Bond Options, additional experienced dealers (minimum 2/3 years) are sought to complement this highly motivated and established team.

Excellent terms are available to the right candidates.

Interested parties should write to Michael Young (Managing Director), Peter Svensson (Director, Foreign Exchange), James Egerton (Manager, Capital Markets/Derivatives) at 25, Rue Notre Dame, L-2240, Luxembourg or telephone (352) 229228.

All enquiries will be treated in strictest confidence.

USA EQUITY ANALYST

With the continued global expansion of this European Investment House, an opportunity now exists for an ambitious team player, of graduate calibre, who can demonstrate a successful track record of between 2 and 5 years analysing both large and medium sized USA Equities.

As part of this small but highly professional team, the selected candidate will be responsible for initiating all the investment decisions, provide in-depth USA Stock analysis and have regular Broker and Client contact. The position will also involve some travel to the USA.

Excellent career prospects and a performance related remuneration package is on offer for the successful candidate. Age 23 - 28.

For further details please call Mike Blundell Jones on 071 404 6292 or write to Absolute Recruitment Ltd., Staple Inn Buildings North, High Holborn, London WC1V 7PZ. Fax: 071 404 6275

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**BEAR
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Credit Manager

Bear Stearns, a major United States broker/dealer, seeks a Credit Manager in its Hong Kong office. Responsibilities include assessing counterparty creditworthiness on an on-going basis and acting as liaison between traders and salespeople based in the Far East and credit personnel in New York.

The successful candidate ideally will have 10+ years banking experience in the Far East plus a post-baccalaureate degree in international finance or economics. Specifically, experience with derivative capital markets products is required. Excellent English communications skills are essential, and other language abilities would be considered a valuable asset.

Bear Stearns offers a competitive compensation and benefits package. Interested candidates should send their cv. and remuneration requirements in confidence to:

Mrs. Lois S. Pine
Managing Director
Bear, Stearns & Co. Inc.
245 Park Avenue
New York, New York 10167

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The rapidly expanding merchant banking subsidiary of a long established and highly profitable international banking group requires additional senior trade finance executives to strengthen the existing team.

Based in London, but linking in with an office in Hong Kong, applicants will be expected to demonstrate acute market awareness, as well as excellent business development and management skills.

Thorough experience in all aspects of trade financing, but particularly in forfaiting, is essential and additional languages would be an advantage.

Ambitious, highly motivated, lateral thinker able to play leading role in developing the existing business to the next level.

Highly attractive remuneration package to include full banking benefits available for the right candidates. Team move considered.

Please reply in strictest confidence to PO Box No B1909, Financial Times, One Southwark Bridge, London SE1 9HL.



The London School of Economics and Political Science

LSE Foundation ASSISTANT DIRECTOR - FUNDRAISING

The LSE Foundation was established in January 1993 as the LSE's permanent development arm. It is preparing a fundraising campaign, 'the Second Century Campaign', with a provisional target of £40 million, and with the aim of safeguarding and developing the School's high international standing as a leading educational and intellectual institution.

A senior fundraiser, with experience, flair, and a proven record of achievement, is sought to lead and motivate the fundraising team, currently five strong. Motivational and management skills are essential to the post as well as personal skills and qualities. Responsibility for one area of major gift fundraising will form an essential aspect of the post.

The successful applicant will be an integral part of the senior management team, reporting directly to the Director of the LSE Foundation.

A top salary is offered commensurate with experience and achievement. Please apply for further particulars to the Staffing Office, London School of Economics and Political Science, Houghton Street, London WC2A 2AE. Applicants are welcome, without obligation, to enclose a CV at this stage.

Closing date for applications is 6 December 1993.

INSTITUTIONAL DEALERS DUBLIN

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The ideal candidate should have extensive experience using Oil Derivatives and will be computer literate and numerate. Successful candidates will be good communicators with strong interpersonal skills. Salary and benefits are negotiable. Please apply in writing enclosing full C.V. to:

Douglas Welch, Director
Tullett & Tokyo International Securities Limited,
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Probably in your mid-20s with three years' experience in equity markets, you should possess a sound knowledge of company accounts analysis and equity valuation techniques. Reference: T/S095/FT.

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Responsible for the active management of part of a £800 million portfolio covering gilts, sterling bonds, index-linked gilts and international bonds, you will contribute your views on interest rates, currency rates and yield-curve changes. You will also be involved in running the pension fund's short-term money positions and conducting currency transactions to facilitate settlements.

Ideally in your mid-20s with three years' experience of working in fixed-interest markets, you should have sound knowledge of financial economics and bond market practices. Reference: T/S096/FT.

For both positions a degree is desirable preferably with Associate Membership of the IIMR or a similar professional qualification. Ambitious and highly motivated, you must be able to accept high levels of responsibility at an early stage.

In addition to a competitive salary and car, a generous benefits package will be offered. To apply, please write with cv by 1 December 1993, quoting the appropriate reference. which will be forwarded to our client unopened. Address to our Security Manager if listing companies to whom your application should not be sent.

PA Consulting Group, Advertising and Communications,
123 Buckingham Palace Road, London SW1W 9SR. Fax: 071-333 5050.

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CURRENCY/FIXED INCOME DEALER

INVESTMENT MANAGEMENT

We represent an International Investment House who has some £14bn under management, a substantial proportion in Fixed Income and currency overlay.

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Candidates must have an in-depth knowledge of foreign exchange markets, and have a disciplined approach to the investment process. In addition to 3-5 years trading experience, candidates should have a comprehensive understanding of the Securities and Derivative Markets, and be computer literate.

This challenging and demanding role presents a unique opportunity for an individual, perhaps mid to late 20's, wishing to develop their career in Investment Management.

For a confidential discussion please contact Patrick Morrissey or Tim Sheffield on Telephone: 071-236 2400, Fax: 071-236 0316 or apply in writing to Sheffield Haworth Limited, Prince Rupert House, 64 Queen Street, London EC4R 1AD.

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...please contact Martin Symon, in strict confidence, at the address below.

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FINANCIAL TIMES/LES ECHOS

Head of the derivative department of Dresdner Securities Asia

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In addition to English, the candidate should preferably master a European language (French or German). The knowledge of Japanese is a clear advantage.

Please send your application (handwritten letter, resume and photograph) under ref. Head to:

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6 impasse des Deux Cousins
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France

Dresdner Bank

Putting finance directors in a larger frame

Geoffrey Owen on why a traditional accountancy background may no longer be enough for a complex job

NEW PRESSURES are transforming the finance directors of British companies from aloof and authoritarian figures into executives with different abilities and approaches – and, in the process, raising questions about the traditional dominance of the job by accountants.

One set of pressures is the shifting balance from finance director as controller to businessman, from scorekeeper to commercial operator. Where once there was a specialist function, there are signs that barriers between finance and other parts of the business are breaking down. The finance director is becoming a team player, more a general manager than a technical expert.

On the other hand, recent changes in accounting standards and in corporate governance – partly linked to the Cadbury Report – are re-emphasising the finance director's status as watchdog and corporate policeman. Non-executive directors, newly conscious of their monitoring duties and more visible to the outside world, look to the finance director for technical guidance.

At the same time, some of the activities for which he or she is responsible, such as treasury and foreign exchange, have become much more complicated. The finance director has to have a firm grasp of the sophisticated techniques of risk management.

Another source of pressure, especially for large companies, is the growing emphasis on external communications. While the importance of investor relations is not new, large institutions are probing more deeply into the companies in which they

hold substantial stakes. The finance director is closely involved in maintaining these relationships.

The increasingly demanding nature of the job is one of the themes which emerges from a survey of finance directors carried out by Professor Peter Abel, Mike Cranna and myself at the London School of Economics, and sponsored by the Financial Executives Group of the Board for Chartered Accountants in Business.

There is no disagreement about the weight of the job in corporate decision-making. In most companies, the finance director has a closer relationship with the chief executive than any other board member. For investors in a company, the appointment of a new finance director is an important event. For the chief executive, it is vital that the qualifications of the new incumbent should fit the job that needs to be done.

The requirements of the job vary according to the nature of the business. The finance director generally has a larger influence in diversified groups, where he or she provides a counter-weight to the heads of the operating companies, than in single-industry businesses where technical and marketing factors are central. There is a difference between the skills needed in a company in the throes of restructuring and those in a more stable environment.

Nevertheless, the survey highlights a move away from a dominant concern with financial reporting and control towards broader business responsibilities. As one respondent put it, the finance director "has to understand the company's strengths and

weaknesses and shift from reporting history to driving the need for change throughout the organisation".

Given those changes, is accountancy training still the best starting point? Most finance directors of large British companies are chartered accountants by background, but there is concern about the inroads being made by masters of business administration (MBAs) and by other accountancy qualifications.

A majority of the chartered account-trained finance directors thought their training was appropriate (though critical of parts of it), but a sizeable minority took a different view. This latter group emphasised the irrelevance of much of their training for the world of business and industry. "Unless the training changes", one respondent said, "chief executives will decide that the key aspects of the job are more closely matched by other qualifications: finance directors will have accountants working for them in the same way as tax or treasury specialists, but the high ground will have been lost to MBAs."

Not surprisingly, some of the MBAs in our survey felt that an accountancy background was irrelevant for a finance director as long as there was a good core of accounting expertise in the finance function. "Accounting skills in the traditional sense represent an increasingly small proportion of the finance director's duties".

On the other side of the fence were the hard-line accountants who saw no merit in MBAs: "The MBA doesn't provide enough training in monitoring and control".

If there was a common strand, it

was the need to combine the best of both worlds. "The accountant's ability to spot inconsistencies in numbers is a vital counterpoint to the MBA's strategic management thinking".

"The best route is accountancy plus an MBA, with broad management experience".

Many finance directors who had trained as accountants insisted that their time in the profession had given them a feel for figures, a professional discipline and an objectivity which were immensely valuable.

The sense of many responses was captured by the comment that the finance director will play a bigger role in managing change, especially by being involved in the restructuring of businesses to make them more flexible and more responsive to customers". To make this contribution, the finance director needed to have an entrepreneurial approach, but without losing the financial control skills which remain at the heart of the job.

The accountancy profession can no longer take it for granted that this watchdog/entrepreneur role is best performed by accountants. If the profession is to maintain its dominance among senior finance directors, it has to take note of the changing nature of the job and, like the finance department itself, open itself out to different skills and disciplines.

"Sir Geoffrey Owen, former editor of the FT, is a programme director at the Centre for Economic Performance, London School of Economics. The report will be available from mid-December from Karen Wright, Chartered Accountants Hall, Moorgate Place, London EC2P 2BJ.

FINANCE DIRECTOR SECURITY SERVICES GROUP - SURVEY

This challenging career opportunity will appeal to an ambitious finance professional, seeking to play a significant role in the development of a dynamic business.

Our client's plans for a substantial investment and acquisition programme, which includes an early Plc float, have resulted in the decision to appoint an experienced small/medium Plc finance director. Key responsibilities will include financial accounting, strategy and planning, budgeting, treasury, liaising with brokers/professional advisors and internal controls.

The candidate will be an exceptionally able, qualified accountant (FCA/FFCA), aged 35-45 who is computer literate and with proven success at managing growth, strong commercial skills and a dynamic disposition.

Salary package is by negotiation, but unlikely to be less than £40,000.

Written applications with full CV to:

Julie Allen,
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Candidates should be qualified accountants aged 30-45, with an impressive blend of technical and personal strength.

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and the development of costing systems.

Personal style must be robust, open, challenging, innovative and action-oriented. A hands-on approach must be bolstered by highly developed communication and negotiation skills and above all, the appointee must be able to respond and adapt quickly to an extremely fast-moving, demanding, customer-driven business environment.

If you relish this challenge and have the drive and ambition to succeed, this is a genuine career opportunity.

Please apply in writing, with full CV details including details of your most recent remuneration, quoting reference F/373/B to Paul Bailey, Ernst & Young Corporate Resource, Lowry House, 17 Marble Street, Manchester M2 3AH.

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Executive
Resourcing

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c.£45,000 + CAR

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Reporting to the Managing Director, you will assume full responsibility for all finance and company secretarial matters including cost control, treasury and the maintenance, and improvement where necessary, of sound financial management information systems. In addition, you will work closely with the Managing Director in setting the appropriate financial policies and plans to be adopted by the Company.

A qualified accountant, you should possess broad based financial skills, ideally gained in a plc, and have a good understanding of company secretarial matters. A hands on and enthusiastic individual you should be self motivated and possess strong communication skills. In addition, you should be able to positively influence at Board level and be capable of further career advancement to the Board in the short/medium term.

Please send full personal and career details including current remuneration level and daytime telephone number, in strict confidence to Angela McDermott, Coopers & Lybrand Executive Resourcing Ltd, Albion Court, 5 Albion Place, Leeds LS1 6JP, quoting reference 281 AM.

Coopers & Lybrand

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You are likely to be a graduate accountant with a

demonstrable track record of financial management in a contract-based business. Your all-round technical skills, including business systems literacy and commercial awareness, are augmented by strong management capabilities and you are comfortable operating at both the strategic level and in the detail necessary to control operational costs. Above all, you should have the drive, enthusiasm and influence to quickly make an impact.

Terms will not be a limiting factor and success in the job could lead to significant capital accumulation.

Please send full personal and career details, including current remuneration and daytime telephone number, in strict confidence to Peter Jones, Coopers & Lybrand Executive Resourcing Ltd, Abacus Court, 6 Minshull Street, Manchester M1 3ED, quoting reference P263 on both envelope and letter.

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You are a qualified accountant, aged 30-40, who can demonstrate success as a Financial Director and is seeking a greater challenge. Your background will probably be in a high volume, service business and you will have experience of acquisitions and sophisticated IT systems. A well organised team leader/builder, you must be able to delegate effectively to enable you to focus on wider issues.

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Group Finance Director

ELECTRONIC EQUIPMENT

c.£55,000,
CAR

NORTH WEST

This North West based plc, turnover £55 million, manufactures and distributes a range of branded electronic equipment. Its customers are international, with European sales through subsidiaries and distributors.

The overall objective of the position is to manage the Finance Department, tighten financial disciplines and controls, and provide strong commercial direction; oversee financial operations of the subsidiaries; and manage bank investor and advisor relations.

Ideally we require a senior financial manager with plc experience in the computer or EPOS industry. Technically you will have a good MIS background, involvement in both UK and European financial practise in a large operating group, and have dealt with external financiers. Certainly a formally qualified accountant, you will probably be aged 40-50.

This is a tough appointment requiring a strong person, tenacious, practical, assertive - yet a team player who can lead and manage planned growth.

Please send a comprehensive CV to Howgate Sable & Partners, Arkwright House, Parsonage Gardens, Manchester M3 2LF. Tel: 061-839 2000, Fax: 061-839 0064, quoting ref. F.T.920.A.

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SEARCH AND SELECTION: EXECUTIVES AND INDEPENDENT DIRECTORS



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BRENT

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Ridgeway, Iver, Bucks, SL0 9JJ

Financial Controller

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Our Client is an energetic retail and service group with operating sites throughout the South and West of England. In preparation for planned future growth they are now seeking an ambitious, qualified accountant to take up the new role of Financial Controller.

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This role represents an opportunity to join a creative and dynamic management team at a crucial period of the company's development. Interested candidates should forward their full career details to Karen Paige, KPMG Selection and Search, Richmond Park House, 15 Pembroke Road, Clifton, Bristol BS8 3BG. Telephone (0272) 484000.

KPMG Selection & Search

EUROPEAN FINANCIAL APPOINTMENTS

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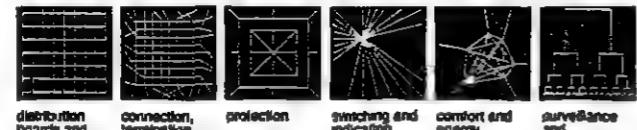
The search is for graduate qualified accountants/MBAs with international experience and fluency in one or more European languages as well as English. Knowledge of US GAAP and previous experience in industry would be advantageous.

The appointments are in various sectors and range from Computer Audit positions and Plant Controllerships up to Group Financial and Commercial Directorships.

We would expect candidates to be aged between 28 and 45, dependent upon experience.

If you are interested in these appointments or would like to be kept informed of future ones as they arise, then write with your CV quoting ref 3090 to John Evans TD FCA, or Stuart Adamson FCA, Adamson & Partners Ltd, 10 Lisbon Square, Leeds LS1 4LY, England. Telephone (0532) 451212. Fax: (0532) 420802.

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Please send a detailed CV, quoting ref. 372/FT-H130. First interviews will be held in appropriate European locations.

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Head of Property Accounting

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Jones Lang Wootton

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Please write, enclosing your cv and stating your salary expectations, to Caroline Latham, Director of Human Resources, Jones Lang Wootton, 22 Hanover Square, London W1A 2BN. The closing date for the receipt of applications is 3 December 1993.

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Working within a small, highly professional Head Office team reporting to the Finance Director, your overall brief will be to maintain adequate funding for the group, implement interest rate hedging strategies and monitor the management of fixed interest investments.

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Please send your curriculum vitae and current salary details to Nicolas Mabin, Ernst & Young Corporate Resources, Rolls House, 7 Rolls Buildings, Fetter Lane, London EC4A 1NH, quoting ref: NM482.

ERNST & YOUNG

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ROBERT WALTERS ASSOCIATES

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- Numerical and analytical
- MBA or accountancy qualified, considerable professional experience also advantageous
- Able to work under pressure without supervision
- A team player with excellent communication skills
- Flexible and creative

Finance Manager

c£40,000 + CAR + BENEFITS

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Interested individuals who feel their experience matches our requirements should forward a detailed CV stating current salary package to Andrea Black at Robert Walters Associates, 42 Thames Street, Windsor, Berkshire SL4 1PR. Fax (0753) 678908.

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- systems development
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Candidates must be graduate calibre qualified accountants with broad technical experience including product and standard costing and a knowledge of networked PCs and mainframe systems.

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Applicants should write, enclosing a Curriculum Vitae and details of current salary, to Tony Martin, Martin Ward & Anderson, Goswell House, 124 Goswell Street, Windsor, Berkshire SL4 1DS. Please quote the appropriate job reference number. Alternatively, telephone him on 0753 838881 or 081 398 7909 (evenings and weekends).



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UK LEASING AND ASSET FINANCE

Friday November 19 1993

against a background of continuing low growth, the regulators are posing new pressures on the leasing industry. Also, the government's efforts to lure private finance into public sector projects have not so far borne much fruit, reports Andrew Jack

Owning 'is not really necessary'

THESE ARE turbulent times for the UK leasing industry, one of the less well understood mechanisms for raising finance. Not only are the effects of the recession lingering, but government and regulators are posing new pressures on the sector.

Leasing's role as a source of financing for assets has long been underplayed. Its origins may be ancient, but it is over the last 30 years that it has developed in the UK on the back of tax allowances for capital investment and the influence of the sector in the US.

It provides an important source of financing for equipment and other assets to supplement the equity markets, as well as loans and internally-generated cash for companies, public sector bodies and the on-profit sector alike.

Leasing contracts are financing everything from office equipment and cars to heavy public infrastructure projects and satellites. But, as Mr Michael Maberley, director for business finance at Lombard North Central, which provides financial services to The Telegraph, puts it: "We have sufficient assets to have sufficient cash to get us through the recession. We need to get us through the

recession. "We have seen demand pick up a little during the year," says Mr John Callender, managing director of Barclays Merchant, optimistically. His view that the worst may be over is shared by others in the sector.

Nevertheless, the FLA's latest figures for the first nine months of 1993 show leasing down by 3 per cent to £5.5bn compared with the same period last year. For September alone, leasing activity amounted to £813m, against £874m in September 1992.

Mr Maberley puts the decline down to the recession, which powerfully cut back on business investment. While companies may extend existing bank overdrafts during difficult economic times, new investment such as new lease contracts - which the FLA figures highlight - is minimal.

He adds that many lessors were also heavily stung by bad debts, and have tightened up credit controls considerably at the expense of new business.

Meanwhile, the industry is beginning to lose patience with the government's efforts to lure private finance into public sector projects - the so-called private finance initiative announced in the budget last year by Mr Norman Lamont.

Provisional guidelines were issued in May, and there have been meetings with Whitehall officials. This week Mr Kenneth Clarke, his successor as chancellor, affirmed his support for the idea at the Confederation of British Industry's annual conference and announced a working group to tackle the subject. "You've been hearing about the theory for a year now," he conceded.

So far, little has happened. "It seems to be difficult to get projects up and running," says Mr Mallin. "It is not moving at the rate which was expected. There seems to be a very purist approach by the Treasury."

He highlights the potential in transport and the health care sector, where he believes leasing would be ideal for hospitals seeking to use high-technology diagnostic equipment. There would also be scope among local authorities in waste management and environmental protection.



But objections seem to include the way in which the leases can be accounted for, and a traditional resistance to the erosion of public sector expenditure control and accountability.

More generally, the leasing companies concede that their industry still has something of an image problem, triggered by the high-profile collapses of a number of their peers such as Atlantic Computers, Blackspur and Court Lane, as well as

more recently publicity over the financial difficulties at GPA and Tiphook.

Lessors have also suffered particularly bad publicity in the last two years as a result of misrepresentations in the photocopier leasing industry - a subject now under scrutiny by the Office of Fair Trading, which is expected to report back shortly.

"A lot of people still have to overcome a desire to own assets. It is amazing how many feel that owning is really necessary," says Mr Callender.

The FLA has attempted to tackle the criticisms with its own guidelines, notably some issued last year which called for greater clarity in lease contracts, with the principal conditions prominently displayed to reduce misunderstandings.

It has also held discussions with some of its members to urge them to be responsive to complaints, though it says many calls it receives relate to non-members.

Attention in the industry is currently focused on the outcome of an inquiry by the Office of Fair Trading into extending the requirements of the Consumer Credit Act to small businesses and to financing transactions of up to £20,000.

"We're very keen that the OFT doesn't push government to put any further barriers on business in the small company sector," says Mr Mallin. He argues that changes in the existing regulations are not favoured by these companies and would be "totally misconceived".

The leasing industry's hope is that any such recommendations will be overtaken by another of the government's efforts, the deregulation initiative.

Other concerns for lessors include the threat of new accounting standards that could jeopardise the advantages to companies of being able to keep off-balance sheet many of their leases.

Both the statement of principles and Part 4, two of the documents issued by the Accounting Standards Board (ASB), threaten to bring back all leases onto the balance sheet, dissolving the distinction between finance and operating leases.

The FLA, by contrast, argues that far more important is addressing the issue of aggressive income recognition in the accounts of lessor companies, which has been responsible for most of the collapses and financial difficulties. The call has been heard with some sympathy by standards-setters, but it could be many months before the ASB squeezes the topics onto its agenda.

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UK LEASING AND ASSET FINANCE II

UK capital tax breaks are still needed, says Peter Montagnon

Lots of kick, little start

PRESSURE IS mounting on the UK government to renew the special tax breaks on capital spending announced in last year's public spending statement as part of an effort to boost investment and economic recovery.

The measures include a first-year depreciation allowance of 40 per cent on investment in plant and machinery undertaken in the 12 months to October this year. Thereafter the normal rate of 25 per cent would apply. A similar allowance of 20 per cent instead of the normal 4 per cent was established for spending on industrial buildings. Both measures run out at the end of this month.

The aim was to encourage industry to move investment forward into this period in the hope of additional spending that would help kick-start the economy. But there are strong doubts about how effective the changes have been and such tinkering with the incentives remains highly controversial.

One of the problems is that it is impossible to tell what would have happened if the reduction had not been in place. Some, such as the Confederation of British Industry, argue that investment could have been even lower without the concession. Mr Andrew Dilnot, director of the Institute for Fiscal Studies, argues, though, that the reduced rates "appear to have been a signal failure".

He told a conference on the forthcoming budget organised jointly with Goldman Sachs, the investment bank, that he was opposed to their being renewed. "If we were to do it, the greatest impact would be to give money to large companies who were going to invest anyway, rather than to stimulate

late new investment."

According to the IFS, the incentive to bring investment forward would also be reduced if the higher allowances were extended, because industry would start to think that more generous allowances were a permanent feature of the landscape.

Yet, cancelling the concessions has its drawbacks too. According to Mr Sudhir Junankar, deputy director of economics at the CBI, "it would be counter-productive to take it off just when the recovery seems to be under way, when it's more likely to have an effect."

Perhaps the increased allowances were simply introduced in the wrong year

Indeed the CBI would like to see higher first year capital allowances made permanent. It sees this as a targeted way of promoting investment. As an accompanying measure it would like a 100 per cent capital allowance applied to the first £200,000 of investment which would be a special help for smaller companies.

Such a change would not be an alternative to the more general stimulus of cutting interest rates, Mr Junankar says. That, as well as a determined attempt to cut public spending, is at the top of the CBI's general budget shopping list. But confirmation of a more generous approach to capital allowances is at the top of its list of more focused specific measures.

Not surprisingly, the CBI's approach finds favour with Mr Neil Johnson, director-general

of the Engineering Employers' Federation. His organisation, too, wants increased capital allowances made permanent. "The taxation bias we have against investment is crazy and internationally uncompetitive," he says.

Other countries allow for a shorter payback period in their approach to depreciation and some developing countries target specific industries for assistance, he says.

This approach is markedly different from that underlying the former chancellor Mr Nigel (now Lord) Lawson's reform of corporation tax, launched in 1984. That held that a lower overall rate of corporation tax was more beneficial to industry than specific breaks for individual sectors. Mr Johnson argues that such an approach lacks focus. Everyone benefits, but in relative terms it is of greater advantage to labour intensive service industries and works against the interests of capital intensive manufacturing.

It remains to be seen whether such arguments convince the Treasury to extend the benefit. There has not been much tangible evidence so far that it has stimulated investment. One possible reason cited by the IFS is that most companies finance new investment from retained earnings rather than from borrowed money. The interest on borrowings is tax-deductible, but increased capital allowances do not help in cutting the cost of using internally generated capital.

Admittedly, it is possible that figures for the third quarter of 1993 will show some resurgence as companies rush to beat the eligibility deadline. In that case, there may also

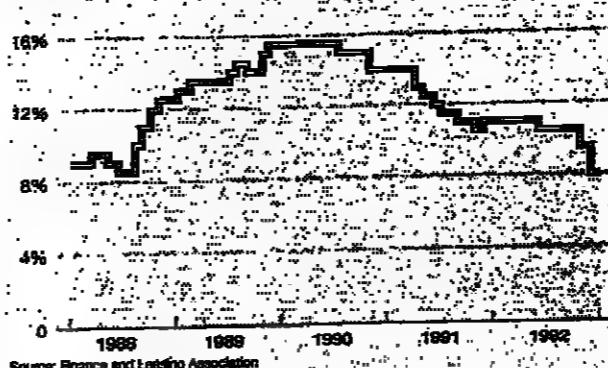
be a risk of the recovery appearing to falter around the turn of the year as investment levels fall back.

It is more likely, though, that increased allowances have failed to stimulate activity primarily because companies simply have not felt particularly inclined to invest much over the past year. Not only is there generally a large surplus of capacity in industry; the course of demand has been difficult to forecast and confidence has been low.

So perhaps the concessions were simply introduced in the wrong year. The experience of 1984-86, when time-limited con-

cessions on capital investment were also in effect, was rather different. The evidence then was that they did stimulate investment, although it is less clear whether this simply involved bringing forward investment that was already planned.

Finance house base rate



	Business finance figures (£m)		
	Jan-Sep 1993	Jan-Sep 1992	Change
TOTAL	9,881	8,400	+15.2%
Leasing	5,555	5,729	-3.0%
Hire purchase	4,335	3,671	+18.1%
Direct finance	4,138	4,426	-7.5%
Finance leasing	765	847	+10.2%
Operating leasing	2,370	1,811	+26.0%
Hire purchase	244	222	+9.5%
Other loans	68	53	+30.4%
Purchase mortgage			
Point of sale	2,307	2,141	+7.7%

Figures have been rounded up to the nearest £100m. Source: Finance and Leasing Association

"So far capital spending is proving to be one of the last things in the domestic economy to turn round," says Mr Kevin Gardner, UK economist at Warburg Securities. There is a large amount of unused capacity in the economy, but real rates of return are relatively high for this stage in the cycle and corporate cash flow is improving.

That might mean the chancellor does not need to extend the special allowances. "We do still see the capital expenditure accelerator kicking in at some stage," Mr Gardner says.

effective if it's properly managed," comments Mr Mashru, emphasising the importance of laying down clear objectives for the use of incentives.

A disadvantage of leasing is that lessors can lay out on government grants. "They do not have legal title to the asset; they may not be eligible for a relevant award. It may not be available to the lessor, so that benefits cannot be passed on."

It is on the spreadsheet that many lease or buy decisions are made. The two common quantitative evaluation techniques both compare the cash flows from alternatives. The net present value (NPV) method involves discounting the flows back to present values of money representing equivalent values at the inception of the lease or loan. Under the internal rate of return (IRR) method, the discount rate which gives NPV zero is used and is converted into a percentage.

Occasionally it is not possible to calculate an IRR for some cash flows and others might have more than one IRR. Many companies instead make comfortable assumptions about amounts, rather than rates and opt for the NPV method.

The point about NPV is that you can get a value in today's terms; it gives you a total," comments Mr Jones of Copericus, a computer programme for lease evaluation software.

Avoid being lumbered with obsolescent equipment by taking out a lease with built-in upgrading clauses

security of value in the asset itself," confirms Mr Pridmore.

Assets with longer lives which are easily removable and re-marketable are commercial vehicles, machine tools, printing presses, agricultural machinery, production lines and aircraft. "If it's a genuine asset-based decision then I think the leasing company might well be cheaper," says Mr Mashru.

A crucial factor in the lease or buy decision is, of course, tax - and in particular, capital allowances. At present many companies emerging from a lengthy recession may not have profits against which to set off capital allowances. "If you don't pay any tax that benefit is just lost to you," says Mr Mashru. A lessor can utilise the allowances and pass

them on to the lessee. This is a permanent source of advantage to some non-profit-making organisations such as local authorities.

Leasing can also offer a source of additional funding that may not be available through bank loans. Assets acquired under operating leases can often go off-balance sheet so that key ratios do not deteriorate and banking covenants remain unbroken. The scope of this practice may be soon restricted by the Accounting Standards Board.

Another factor to weigh in the lease or buy decision are the perks that are often built into the leasing contract. These can include servicing and maintenance. A wider variety tends to be available for computers, encompassing installation, training and help lines.

Finding the national cost within the lease of each extra for comparison purposes can be problematical. "If they're bundled, it's difficult to determine what the individual elements are," says Mr Alan Jones, managing director of Copericus, a computer programme for lease evaluation software.

Disentangling the charges for the extra from the actual cost of the equipment under a lease is made more difficult because the lessor may be able to buy it on more preferential terms from the manufacturer than the lessor. Of course, if the lessor does get a manufacturer's discount, the benefit can be passed on to the lessee.

Leases have become more sophisticated and often incorporate treasury instruments for big ticket items. Variable rate leases can be hedged with various instruments so that they have a fixed repayment profile. But treasury instruments can be dangerous in the hands of the inexperienced. "Like anything else, it can be

more expensive than it is worth," says Mr Mashru.

It may be easier, but many

financial professionals use incorrect discount rates when comparing the cash flows. A common error is to insert a before-tax discount rate into the spreadsheet rather than the after-tax rate. "It's amazing how unsophisticated some corporates are, particularly the small to medium-sized," says Mr Mashru.

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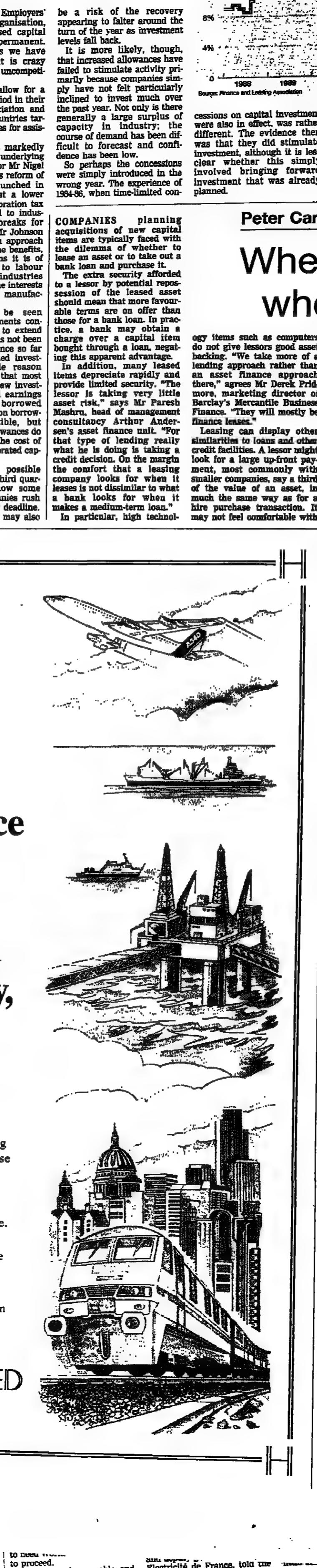
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UK LEASING AND ASSET FINANCE III



Leasing possibility? The Toyota MR2 mid-engine sports car features four-wheel anti-lock brakes and electro-hydraulic power steering



If the Mondeo's operating cost - this is the GLX version - is about £4,000, an employee who gives up that benefit for a salary rise may be worse off

BRITAIN'S vehicle leasing and contract hire industry, thanks in no small part to the size of the company car market in the UK, is Europe's largest in terms of business volume and most sophisticated in terms of the variety of financial products on offer.

While outright purchase remains the most popular method of acquiring new company vehicles, according to statistics collated in the Monks Partnership *Company Car Policy UK 1993* report, nevertheless 11 per cent of new company cars are on finance lease or HP, 18 per cent on contract hire; 6 per cent on contract purchase; and 1 per cent on other methods.

The reasons given by those companies that choose lease purchase, HP or contract hire are chiefly ease of administration, tax advantages and the fact that costs are largely fixed for the duration of the contract, so budgeting is made far more straightforward.

The specialist contract hire and leasing companies also tend to argue that companies using their services often gain financially, because professional fleet management operations benefit from economies of scale and so can buy vehicles cheaper than individual companies may be able to, can negotiate lower servicing and repair labour rates, and can usually manage to achieve higher prices for the used vehicles at the end of the contract.

However, widespread publicity about the new company car tax regime which comes into play next April - combined

with the increases in personal benefit-in-kind scale rates announced by Mr Norman Lamont when chancellor last April - has prompted renewed debate on the thorny subject of cash v. cars.

The difficulty is that without going into some detail into individual circumstances, it is virtually impossible to generalise as to whether employees would be better off choosing cash instead of a company car.

Some will certainly face a hefty tax increase next April - but many more will find they are paying less tax.

To make matters more complicated, there could well be instances in which an employee may wish to change his car in order to reduce his or her personal tax bill - but that change could end up costing the employer far more.

Cowie Interleasing, the UK's largest company car leasing operator, provides a typical example. A £19,600 Toyota Celica 2.0GT could land its driver with a tax increase of £960 next year, so he may be tempted to choose instead an Alfa Romeo 156 2.5V6 which is over £1,600 cheaper, delivers a comparable performance and, after April 1994, will see a tax reduction of up to £220 a year for the driver.

However, Cowie's figures show that when list price, maintenance, insurance and

other running costs are taken into account, such a move would actually cost the company over £4 a mile more to run the Alfa than the Japanese car - or over £2,500 more if run over three years.

The responsible fleet manager should always focus on the total running costs of any vehicle," says Mr Neil Pykett, Cowie Interleasing managing director. "There are several models which have an attractive list price and may be the

preferred choice of tax-conscious company car drivers, but these could cost the company dear in the long run."

There are similar difficulties when one begins to discuss the level of cash to compensate an employee for turning in a company car: should the cash alternative be set at the cost to the company of providing the car, or the cost to the employee of providing a similar car privately? Indeed, the two figures can be many thousands

of pounds per year apart.

"Offering a cash option could either cost companies a fortune or leave their drivers, if they take up the option, hopelessly out of pocket," says Mr Geoff Beque, director of Leasecontracts.

He quotes the annual operating cost, including insurance but excluding fuel, of a Ford Mondeo 1.6i LX, at £4,185, on which the typical driver would pay benefit-in-kind tax at the rate of £725 a year.

"But even if the employer paid him £4,613 extra a year (£4,185 less £725 grossed up to a before-tax figure), the employee could not afford the same new car. It is highly unlikely he could obtain insurance as cheaply as under a fleet policy, nor would he benefit from corporate buying and borrowing power, nor professional maintenance and disposal expertise," says Mr Beque.

The British Vehicle Rental

and Leasing Association says there will be no clear advantage in opting for cash instead of a company car unless benefit in kind taxation is increased dramatically. It also makes the point that individuals are unlikely to be VAT-registered and so cannot reclaim VAT paid on petrol, spare parts and servicing. In addition, says Mr Terry Nunn, the BVRLA chairman, "the ex-driver of the company car may find the income tax levied on the salary increment may leave him worse off and, more importantly, unable to finance a privately owned replacement vehicle."

However, the leasing industry is taking seriously the potential growth of private purchases by ex-company car owners. Such motor manufacturers as Vauxhall, Ford, Volkswagen and BMW have all launched private leasing schemes during the past year, aimed at keeping the monthly costs of car use at a sensible level. Generally, a deposit is paid and monthly payments are then made for two or three years, after which the driver can return the car, pay an agreed residual value to retain ownership, or change to a new car with adjusted monthly payments.

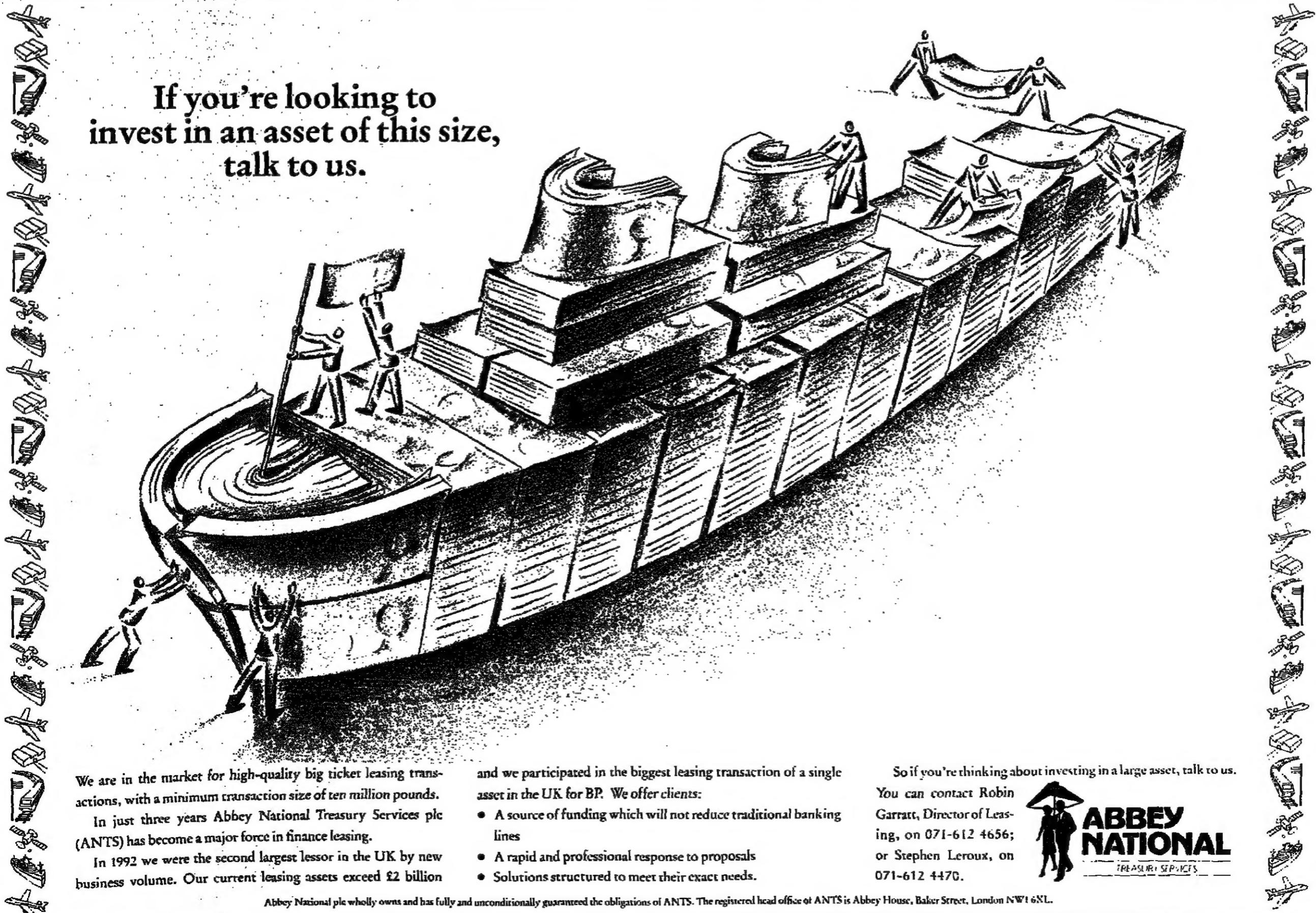
"The take-up of personal contract purchase facilities has, not surprisingly, been very slow," says Mr Donkin. "For the vast bulk of company car drivers it does not make sound financial sense for cash to be substituted for their cars. "Added to this, few employers are willing to face the substantial cost (grossed up for tax purposes) of ensuring that the driver is no worse off in net-of-tax terms than he was with his company car."



The Alfa Romeo 156: it costs less than the Toyota Celica, but it may prove dearer to run

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UK LEASING AND ASSET FINANCE IV

Andrew Jack looks at prospects for the reform of existing requirements

Standards give cause for concern

ACCOUNTING STANDARDS may seem abstract and obscure, but to the leasing industry, they could spell life or death. Current reforms under discussion are causing considerable concern within the sector.

The existing standard on leasing is Statement of Standard Accounting Practice 21 (SSAP 21), which was introduced in 1984. It echoed Financial Accounting Standard 13, first issued in the US in the mid-1970s. Pressure for the development of the standard was driven by concern over financial collapses involving leases in the past.

"Leasing was very much a means of off-balance sheet financing, leaving you with very healthy gearing and disclosure of the commitment in a note to the accounts," says Mr Paresh Mashru, a partner with accountants Arthur Andersen in London and head of the firm's asset finance practice.

The standard defined two types of leases: (i) Finance leases, which were purely financing transactions with contracts at the end of which the lessee had paid for most of the value of the asset. In the lessee's accounts, the asset is treated as a purchase, with the asset shown on the balance sheet, and both the costs of borrowing and the depreciation of the asset shown in the profit and loss account. (ii) Operating leases, which are

allowed to remain off-balance sheet, meaning that the lessee is not required to show any impact in the balance sheet of the lease, but merely has to show a charge to the profit and loss account on servicing it.

As a rule of thumb, both FAS 13 and SSAP 21 drew the distinction between the two types of leases with an illustrative figure that a finance lease was any in which the present value was at least 90 per cent of the asset's fair value – the so-called "90 per cent test".

But the legal and financial industries seized on the figure, and devised mechanisms to ensure that the lease contracts drawn up would be just below the limit. "The industry mushroomed – especially for big ticket leasing," says Mr Mashru. "Investment bankers spent a lot of time engineering leases to be off-balance sheet at 88 per cent. A whole industry grew up doing clever structuring to get what would normally be on, off."

In general, the two accounting requirements of the two types of leases are the inverse or mirror image for the leasing company itself: placing operating leases on and finance leases off-balance sheet as merely income. But similarly complex structures have also evolved so that even the lessor can remove the impact of the lease from the balance sheet.

The strategies used include introducing a third party which also takes part of the risk. "That keeps the lease off-balance sheet of all three parties, so it floats somewhere around between them," says Mr Mashru. "Nobody claims ownership."

Now this cosy two-way split in the accounting standard is under threat – partly because the standards-setters believe this manipulation does not truly reflect the obligations of a company in a variety of financing arrangements. Suddenly there are two principal challenges to the existing structure:

This cosy two-way split in the accounting standard is under threat

■ Financial Reporting Exposure Draft 4 (FRED 4), which deals with all off-balance sheet instruments and stresses the importance of recording the true nature of transactions – emphasising a portrayal in companies' accounts of their real economic substance, not simply their legal form. This would destroy the tactic adopted by the avoidance industry in exploiting the 90 per cent test.

■ The statement of principles, the basic framework that underlies the new financial reporting standards being developed. This clearly defines the nature of assets and liabilities, which should be adhered

to in all the specific standards that spring from it.

While both specifically exclude leasing, they contradict SSAP 21, raising the argument that the standard will need revision to bring it into line.

That said, the industry has been on considerable notice: the proposals have been around for some time – and represent the evolution of two previous exposure draft standards produced by the old Accounting Standards Committee (ASC).

But the Finance and Leasing Association argues that the changes would be extremely harmful to the industry. Mr Tony Mallin, chairman of the association, says: "Companies will find leases less attractive. They will move to other forms of financing. That will be a negative move."

He also dismisses the focus as "irrelevant", and stresses that there have been no significant leasing scandals related to the off-balance sheet presentation since the collapse of Court Line in the mid-1970s.

Mr Mallin argues that far more important is the need to develop standards on income recognition, to ensure that leasing companies do not recognise profits too early during a leasing contract without adequately assessing the residual value of an asset at the end of a lease.

"Traditionally, companies front-end profits," says Mr

Mashru. "That works in a bull market when there are new leases being arranged. But in a downturn, there is less income and more bad debts."

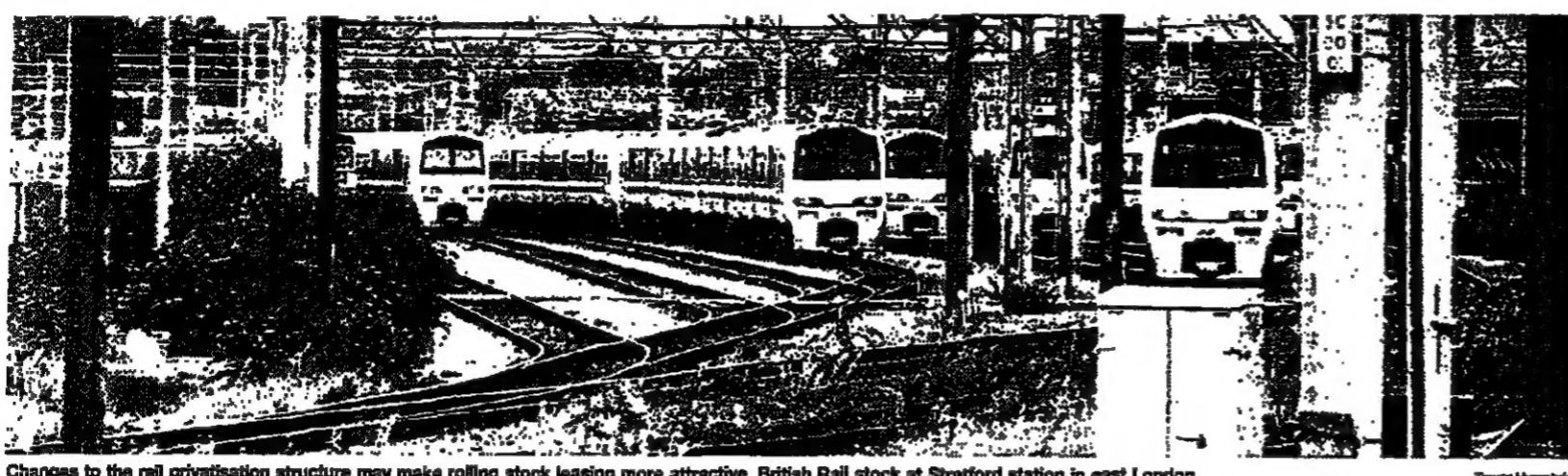
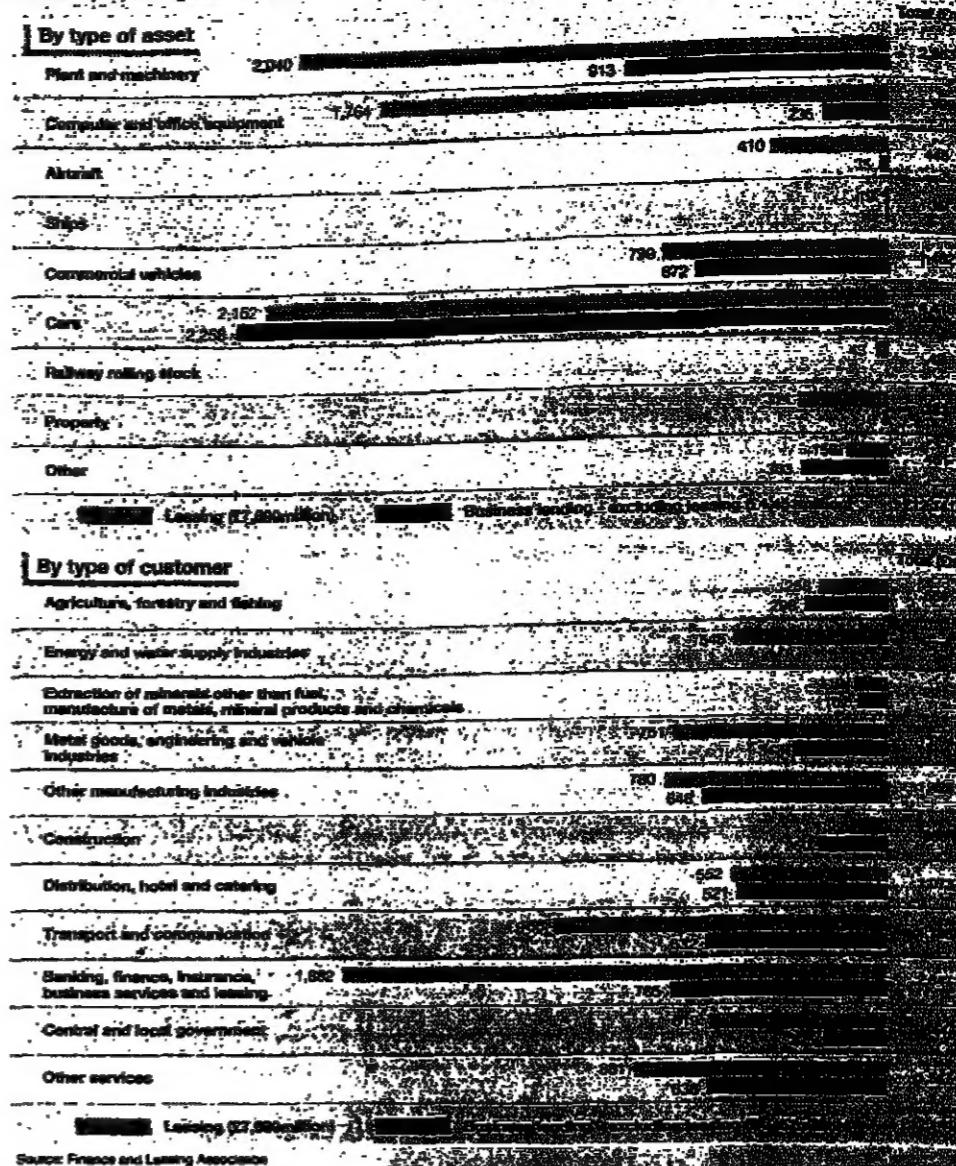
The FLA argues that it is these issues which have triggered most of the financial collapses and difficulties in recent years such as Atlantic Computers. The association has issued its own guidelines on the topic, urging conservatism.

Mr David Tweedie, chairman of the Accounting Standards Board (ASB), which replaced the ASC three years ago in the UK, acknowledges that SSAP 21 is inadequate. The same message of limitations in our own requirements came from a group of standards-setters from around the world who gathered in London earlier this month.

But it is likely to be a number of months before the ASB begins to tackle a project comprehensively to revise SSAP 21. In the meantime, the only prospect of reform is likely to be through a pronouncement from the body's urgent issues task force, which deals with relatively-narrowly defined matters of public concern – notably in the abuse of existing standards.

The question is whether the leasing industry can develop proposals on these grounds or will have to wait for more fundamental reform at a time when it can be squeezed into the ASB's current frenetic activity.

Assets acquired in 1992



Changes to the rail privatisation structure may make rolling stock leasing more attractive. British Rail stock at Stratford station in east London

John Willman looks at the impact on the public sector

Initiative proves a damp squib

THEIR was jubilation in much of the UK leasing industry following the launch in last November's autumn statement of the government's private finance initiative.

The initiative, announced by Mr Norman Lamont, then chancellor, included a series of measures designed to encourage the private sector to finance public expenditure. These included new rules to encourage greater use of leasing by civil service departments, government agencies, nationalised industries and the health service.

Jubilation has been short-lived, however, with little so far to show in the way of new leasing business apart from one large and rather unusual deal involving railway rolling stock. While many in the industry still hope to see big opportunities open up in the public sector, progress so far

has been painfully slow.

Until last year, Treasury accounting rules provided an almost insuperable obstacle to leasing in central government. Apart from property and some specialised leases, the capital value of the asset had to be deducted from the expenditure total of the department or agency in the first year of the lease. Thus, even operating leases offered no significant benefits in smoothing expenditure across the life of the asset.

This contrasted with local government where most councils now finance much of their non-buildings capital expenditure through leasing, according to Mr Andy Thompson, secretary of the Finance and Leasing Association. Local authority leasing of vehicles and other movable equipment accounted for the bulk of the £341m of public sector busi-

ness recorded by the association last year.

The autumn statement offered new hope for leasing in the civil service, health service and nationalised industries.

The chancellor opened up the possibility of greater opportunities for the public sector to use leases where they offered the best value for money.

As in the rest of private finance initiative, the key was the transfer of risk. Where the "great majority of the risk" stays with the lessor, only the leasing payments would count against public expenditure allocations.

This ruled out finance leases, as was made clear in a subsequent Treasury note on leasing, issued in May. With access to finance at gilt rates, it will usually be cheaper for central government to finance purchases of capital equipment directly.

However, the potential for converting capital projects into current spending through operating leases could now be explored for public bodies such as the health service and British Rail.

The initial stumbling block has proved to be the requirement for a substantial transfer of risk, according to Mr Thompson. "The government is looking for something extra in the form of residual values or the maintenance of the leased assets," he says.

In practice, these onerous requirements have largely limited new leasing business to smaller projects below £1m. Detailed project opportunities have been slow to come in, according to the Finance and Leasing Association.

Interest in finding ways of satisfying Treasury criteria has also been dampened by the additional requirement to open public procurement con-

tracts to competitive bidding. In this notoriously secretive business, leasing companies have been reluctant to come forward with innovative forms of leasing which will then be exposed to competitors through tendering.

The main exception in this lack of progress has been in railway equipment. In the autumn statement, the chancellor gave British Rail the go-ahead to lease £150m of rolling stock in the run-up to privatisation.

The two main UK manufacturers, ABB and GEC Alsthom, were invited to compete for the money to ensure maximum value for money.

The battle to win the contract raged for much of this year, spurred on by rivalry between the two BR divisions which stood to benefit from the new order. Last month, ministers announced that ABB had won the competition, with a contract that includes responsibility for financing, building and maintaining the train – in addition to accepting the risk involved in the residual value of the rolling stock at the end of the deal.

This residual risk could have been a considerable one, given that once BR is privatised, passenger franchises are expected to be awarded for five to seven years, much less than the expected life of railway rolling stock.

However, the actual risk may have already been diminished by the creation of three new leasing companies to take over BR's existing rolling stock and lease it back to the franchisees. The franchise director will be able to encourage franchisees to use particular types of rolling stock, so it will be possible to invest in new equipment over a reasonable period.

The chance of ABB or any other lessor being left with old rolling stock at the end of the franchise period is likely to be small, given the short life of the UK franchise period.

Changes to the rail privatisation structure will make rolling stock leasing more attractive. The franchise director will be able to encourage franchisees to use particular types of rolling stock, so it will be possible to invest in new equipment over a reasonable period.

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Office equipment is feeling the squeeze, writes Peter Carty

In the shadow of the recession

"IT'S a slow move out of recession: we're not seeing huge increases in new business," says Mr Roger Gazzard, managing director of Lloyds Bowmaker, Business Technology Finance. The sector is greatly dependent on small businesses, who in their turn have been particularly heavily hit.

Hard information on this market segment is difficult to come by. According to statistics from the Finance & Leasing Association, 6 per cent of the whole leasing market is represented by photocopies, vending machines and fax machines. Other major categories of office equipment are personal computers and post room equipment.

Last year's total for new leasing business in office equipment and computers written by FLA members is £1.76bn, down from £2.45bn in

1991. However, included in these totals are sizeable computer installations which can't really be regarded as office equipment in the same way as personal computers.

Business is mainly small ticket with consequent economies of scale. These are partly overcome

Stories of small businesses driven under by onerous lease requirements

by lessors dealing with lessees through equipment suppliers, hence the tag "sales aid leasing". According to Mr Gazzard, "negotiating direct with the customer would put up the cost considerably".

Careful management is crucial. "While it's asset-based finance, the underlying depre-

cation is high on the assets so there isn't very much by way of security covering you if a contract goes wrong," he explains.

Schroder Leasing has been in the market for 33 years, with around 60 per cent of turnover coming from office equipment. "It is a profitable market for lessors as long as they play the game properly," says Mr Jeff Addison, managing director. His company has minimised costs by developing sophisticated transaction processing and support systems - he calls it "the lifeblood of a small ticket sales aid leasing company".

Photocopiers have one of the biggest market shares, with around 180,000 UK installations each year and leasing a popular method of acquisition. But this area of the business has been embroiled in controversy for the last couple

of years. There are stories of small businesses driven under by the onerous lease requirements.

The sector may be soon forced to tighter regulation. The Office of Fair Trading has conducted an inquiry and will publish a report in the near future. Sir Bryan Carsberg, the director-general, is unhappy with what he describes as "misplaced ingenuity" on the part of a number of dealers and finance houses.

The Finance & Leasing Association, which represents around 80 per cent of the industry, took its own steps to try and solve the problems some time ago. Guidance notes on sales aid leasing were issued to members in April 1992. The intention of the notes is to ensure that lease documentation is clear and that the customer is fully aware of the financial obligations under a

lease. "While I wouldn't say that the practices of all the lessors were of a reasonable enough standard they certainly have moved forward dramatically," says Lloyds Bowmaker's Mr Gazzard, who is also chairman of the FLA's small ticket leasing group. "The sorts of contracts you see now are clear, are unequivocal."

Mr Charlie Blacklock, manager of the Campaign to Clean Up Copier Contracts, launched in February last year, agrees that the industry has made progress. "The cost-per-copy contract is disappearing, people have realised that it is open to abuse," says Mr Blacklock.

Cost-per-copy contracts have frequently overestimated a lessor's likely use of a machine and pushed up costs accordingly. "My own company will only write cost-per-copy contracts

for customers of a reasonable size and with a constant copying requirement," says Mr Gazzard. He adds that throughout the industry cost-per-copy contracts are now generally used only for larger customers, and comprise less than 20 per cent



Sir Bryan Carsberg: unhappy with "misplaced ingenuity" of dealers and finance houses

Colin Beale

remit from £15,000 to £30,000. Leasers are not keen on extending the Act to cover companies. "I think that would be extremely bad for the small business user because it's going to put leasing companies in a very difficult position."

Cost-per-copy contracts are disappearing: they comprise less than 20 per cent of all deals

says Mr Addison of Schroder Leasing. "It's going to take a huge amount of finance out of the market."

The FLA says some of the clauses would reduce the extent of finance available to businesses from its members, notably for small ticket leasing. For example, a borrower has the right to settle a regulated credit agreement early and some regulated hire agreements can be terminated after 15 months.

Others see some advantages. Mr Blacklock of the Campaign to Clean Up Copier Contracts thinks the "cooling off" period under the Act would be of benefit to businesses. The FLA, for its part, says that this could prevent businesses getting vital equipment quickly since lessors would be reluctant to supply until after the cooling off period.

In the meantime, included in the FLA's sales aid guidance notes available from lessors is a check list for lessees which is well worth reviewing before entering into office equipment leases.

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Alan Spence on the problems UK companies face in export leasing

Field is not worth playing on

IN RECENT years the UK government has faced increasing pressure from exporters for greater support for their efforts, particularly as they claim that they often have to compete on an international playing field which is far from level.

To some extent, their appeals have been heard with, for example, government providing additional re-insurance support to buttress the services offered by short-term export credit insurers and by improving the cost and scope of medium-term cover offered by the country's official export credit insurer, the Export Credits Guarantees Department (ECGD).

This has gone some way towards levelling the playing field for exporters who argue that insurance and other official supports are often greater in competitor countries. However, one area where UK exporters continue to remain at a major disadvantage is in export leasing.

Here, it is not a question of an uneven playing field; the UK tax regime relating to cross-border asset leasing is such that it is scarcely worth UK exporters taking to the field at all.

Fundamentally, the problem is that only 10 per cent writing down allowances (WDAs) are available for assets leased on a cross-border basis, compared with 26 per cent on domestic leases. Moreover, as the UK Finance and Leasing Association (FLA) points out, the eligibility of even this low level of WDAs is heavily restricted.

The current tax treatment of export leasing transactions has been in force since 1982. The previous year, members of the FLA wrote new leases for over-

Leasing of equipment as a percentage of all UK investment in equipment 1981-92

Equipment Leasing Association figures

Year	Leasing £m	Total (including other business lending) £m (%)
1981	2,102 (11.1)	
1982	2,740 (13.3)	
1983	2,884 (12.9)	
1984	3,958 (15.3)	
1985	5,612 (19.5)	
1986	5,054 (16.3)	
1987	5,887 (19.9)	
	£m (%)	
1988	7,558 (18.8)	11,067 (27.5)
1989	8,220 (20.0)	13,223 (28.5)
1990	9,559 (20.4)	13,441 (28.6)
1991	9,719 (22.9)	12,675 (29.9)
1992	6,721 (22.9)	10,075 (23.3)
	Finance and Leasing Association figures	
1992	7,376 (17.1)	11,808 (27.3)

The table for 1992 is subject to amendment in the light of possible later revisions of the available statistics for equipment finance.

Source: Central Statistical Office and Finance & Leasing Association

seas customers valued at £75m - much of which represented leases to back sales of UK exports.

At current prices, the 1981 figure translates into business amounting to around £1.2bn - an amount which, if, indeed, it

isn't this level are very strict.

Leases, for instance, cannot be written for longer than 13 years, while lease payments must be evenly-spaced and similar in size. They cannot be altered to take account of the lessor's own borrowing costs - though changes can be made if indisputably linked to shifts in base rate movements.

In short, current tax legislation relating to export leasing provides no "sensible kick" for UK overseas sales, according to Mr Barry Sutton of London-based lease-structuring experts New Boston Partners, partly owned by the Bank of Tokyo.

For UK exporters and institutions connected with leasing, the absence of cross-border leasing as a mechanism for facilitating sales is particularly

even this level are very strict. Leases, for instance, cannot be written for longer than 13 years, while lease payments must be evenly-spaced and similar in size. They cannot be altered to take account of the lessor's own borrowing costs - though changes can be made if indisputably linked to shifts in base rate movements.

The FLA is continuing to campaign for a change in the UK law on export leasing, which it says results in a significant loss to the UK balance of payments in terms of net earnings on leases and international market penetration by UK-manufactured goods.

An FLA delegation led by its chairman, Mr Tony Mallin of Hambros, has had three meetings with the Inland Revenue in recent months to discuss the situation. The FLA describes the meetings as "useful" and feels that the Revenue is seriously considering ways in which cross-border leasing can be made into a viable export facilitation technique. But the impression is that no significant change in tax treatment of export leases is imminent.

Another body which may become involved in lobbying the government for change is the British Exporters Association (Bexa), which groups

petitive disadvantage in this area of export funding.

Alan Spence is Editor, International Trade Finance, a fortnightly newsletter published by Financial Times Business Enterprises Ltd.

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Robert Alldis finds that companies are now being made more aware of the industry

Big ticket players take the risks

FINANCE directors of small and medium sized companies are not fully aware of the benefits of leasing, believes Mr Tony Mallin, chairman of the Finance and Leasing Association and vice-chairman of Hambros Bank.

The FLA reckons leasing and hire purchase represents around 23 per cent of total investment in fixed plant and machinery. But the association is now working hard to make companies more aware of its industry.

The FLA is currently circulating, through Department of Trade and Industry sponsored outlets, information on the benefits of leasing. But more can still be known - so what can finance and leasing companies do offer?

The major league ("big ticket") players are led by Lombard North Central, part of the National Westminster Bank group. Mr Peter Torrance, its director of marketing of business finance, estimates his company's asset base is worth around £5bn. But though Lombard is big - and with the largest leasing sales force in the UK - Mr

Torrance emphasises the value of maintaining a specialised and customer-based service: "Nearly all our work is done direct, face-to-face and we do relatively little via brokers. We see our strength as coming from the specialist coverage offered by our sales force."

Lombard North offers customers a full range of lease/purchase packages (currently it helps finance a wide number of specialist contract hire services including vehicle hire, fork-lift truck hire and PC systems hire). But on the finance leasing side and bigger ticket deals, the size of Lombard North's asset base means that it has a tax capacity big enough to enable clients to get their tax allowances early.

More recently, Lombard North has linked up with GATX (Asset Residual Management) - an UK offshoot of GATX of the US - to help com-

panies lay off their residual risk profile. Mr Torrance explains: "In car contract hire for example, you are providing not just the finance, but also the ordering of the vehicle, servicing and maintenance and so on. But at the end of the contract, the car is returned, and the contracting company now

The size of its asset base enables clients to get tax allowances early

has to get rid of it either at a profit, break-even or loss."

If the lessor, when initially negotiating the contract, over-estimates the value of the product at the end of the contractual period, he or she will be out of pocket. The accuracy (or otherwise) of the estimate is the lessor's "residual risk".

As such estimates are diffi-

cult in nearly all but a few sectors where there is sufficient volume or a healthy second-hand market (such as motor cars and some printing products), leasing companies are reluctant to take on that risk profile. So, Lombard North Central and GATX are now offering residual risk guarantees to lessors as a form of insurance. Mr Torrance says that this should eventually make it easier for leasing companies to extend their product leasing portfolio into new sectors.

At Barclays Merchant Business Finance (BMBF), Mr John Callender, the managing director, estimates his risk profile is worth around £250m out of an overall small-ticket portfolio of £150m. The bank arranges for this risk to be taken on either by itself or by a third party. BMBF also has 50 per cent of the agricultural leasing market

through its Highland business, which, including its big ticket operations, brings the total portfolio nearer £5bn.

As a big ticket finance company, "BMBF is one of the few leasing businesses that focuses entirely on the corporate market," Mr Callender says. Like London North, he is aware of the need to be conscious of his client's needs: "Our principal aim is to get closer to the customer and structure the lease accordingly."

Leasing companies are therefore tetchy when accused of offering an inflexible package which will tie a client into an investment (caused by dubious practices in the photocopier leasing market) that he or she has not really thought

Rather, leasing companies - by developing sales forces - reflect the specific requirements of the client. "The lessor

can structure the risk on the residual so it is shared, with the risk on credit being taken by the financier," says Hambros' Mr Mallin. Leasing companies now offer a tailor-made product which includes all elements of its services to the client in a single deal. But this does not mean

They are tetchy when accused of offering an inflexible package

from ING Bank's London operations, reporting directly to Amsterdam.

ING Lease opened its doors in London three years ago and has built the size of its UK portfolio to around £260m pounds. Mr Royer says his company's leasing business now covers the UK, with most of its clients coming through referral by intermediaries, vendors or other banks. As they are not restricted to a set package or rate charge, ING's 33-strong asset finance team (all skilled in every part of the leasing deal) can perhaps offer a total and less bureaucratic service than a big UK leasing company.

But foreign banks are unlikely ever to become big players in the UK finance and leasing market since, says a general manager at Kodak Xerox Finance, estimated at 80 per cent of his sales are financed through leasing.

Similar growth in the UK leasing market has also been

happening in the automobile sector. Mercedes-Benz Finance, for instance, since it started operations in late 1992, now finances one in four of its passenger car and commercial vehicle registrations.

incorporated there.

However, it is not just the banks that are making inroads in the leasing market. A number of manufacturing companies have also set up their own leasing operations to help sell their product.

Two leaders major players

have been Kodak and Xerox. Both offer captive lessor products and avoid using any dealer network in the UK.

photocopier market. According to Mr David Melville, managing director of Kodak Finance, his finance book is now worth around £50m since it started asset leasing in 1989. And the Kodak Xerox is offering a range of packages from straight rental, cost per month lease/purchase. Mr Royer, general manager at Kodak Xerox Finance, estimated his 80 per cent of his sales are financed through leasing.

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